



SPEAK UP TO END VIOLENCE AGAINST WOMEN

16 DAYS OF ACTIVISM 2013

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**IF YOU ARE EXPERIENCING VIOLENCE OR
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TO SOMEONE YOU KNOW, YOU CAN SEEK
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ABOUT US

UNiTE to End Violence against Women campaign

On 25 February 2008, the Secretary-General of the United Nations, Ban Ki-moon, launched the campaign UNiTE to End Violence against Women, covering the period 2008-2015. The overall objective is to raise public awareness and increase the political will and resources for preventing and responding to all forms of violence against women and girls in all parts of the world.

This website is Kosovo's contribution to ensuring the message of zero tolerance for violence against women and girls is heard far and wide in our community. It aims to raise public awareness to fight gender based violence through offering information on how to respond to gender based violence, how to prevent it through empowering women, and how others can join the fight against it. We can prevent violence with a combination of efforts to address, among others, women's education, political participation and incomes. But, at every step, men and boys must be involved.

“With determined leadership for prevention, protection, prosecution and provision of services for survivors, we can end this global pandemic. It is up to all of us. Together we can end violence against women and girls.” -
UN Secretary-General Ban Ki-moon

The Framework for Action provides an overall "umbrella" for activities to be undertaken by different stakeholders at global, regional, national, and local levels in the course of the campaign.

The social mobilization platform "Say NO-UNiTE" has recorded more than 5.5 million activities worldwide – from protest marches to public awareness campaigns, legislative actions and advocacy to help victims.

"I welcome the chorus of voices calling for an end to the violence that affects an estimated one in three women in her lifetime. I applaud leaders who are helping to enact and enforce laws and change mindsets. And I pay tribute to all those heroes around the world who help victims to heal and to become agents of change."
UN Secretary-General Ban Ki-moon

"Violence against women and girls has been perpetuated by centuries of male dominance and gender-based discrimination. Building on deeply entrenched social norms that frame women's worth around discriminatory notions of chastity and 'honour', violence is often used to control and humiliate not only the victims, but also their families and communities. It is essential to challenge such notions, which often permeate the justice system itself, resulting in a vicious cycle of impunity and further violence."
Navi Pillay, UN High Commissioner for Human Rights

"To be effective, prevention must address its root cause: gender inequality. We need education in schools that teaches human rights and mutual respect, and that inspires young people to be leaders for equality. We need equal economic opportunities and access to justice for women. We need women's voices to be heard. We need more women politicians, police and peacekeepers."
Phumzile Mlambo-Ngcuka, UN Women Executive Director

Glossary

Gender equality: The equal treatment of women and men in laws and policies, and equal access to resources and services, including education, health and occupational positions, within families, communities and society.

Empowerment of women: The social, economic, political and legal enabling of women to act by granting or reinforcing rights, abilities and access to facilities, resources and equal participation previously denied or restricted. Men and women have different and unequal access to power and resources, and this is a key characteristic that shapes the gender-based division of labor.

Gender based violence: Any act that results in, or is likely to result in, physical, sexual, psychological or economic harm or suffering based on the gender of a person. It usually refers to violence committed against women and girls, but it can happen to men and boys too, and also includes violence against lesbian, gay, bisexual and transgender people.

Violence against women: Any act of gender-based violence that results in, or is likely to result in, physical, sexual or mental harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life. Domestic violence: Pattern of coercive behavior, whether physical, psychological or sexual, against any member of a family or household, including by an intimate partner. Domestic violence against women and girls ranges from humiliation and economic coercion to physical assault, usually at the hands of intimate partners, husbands, brothers, uncles or males within or associated within the household. Same-sex domestic violence occurs, though much less frequently than violence by males against females.

Sexual violence: Any sexual act, attempt to obtain a sexual act, unwanted sexual comments or advances, or acts to traffic, or otherwise directed against a person's sexuality using coercion, by any person regardless of their relationship to the victim, in any setting.

Violence against women

Among women aged between **15** and **44**, acts of domestic or sexual violence cause more death and disability than cancer, malaria, traffic accidents and war combined.

Cases of Domestic Violence or sexual violence are under-reported. In most of the cases, the victim knows the perpetrator.

In Kosovo, the number of reported cases of domestic violence is above **1000** cases per year.

In **2011**, the cost of Domestic Violence in Kosovo reached more than **3** million euros. Investing in prevention could reduce the cost of protection and rehabilitation, and therefore, the total cost of DV.

3 TO 7 OUT OF 10 WOMEN



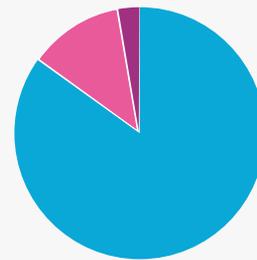
experience physical or sexual violence in their lifetime



In Kosovo, from January to August **2013**, **48** victims of human trafficking were identified.



Origin of the victims

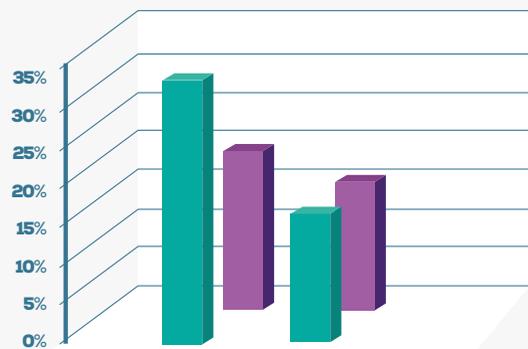


41 were Kosovars,
6 Albanians and
1 Serbian

Women's Participation:

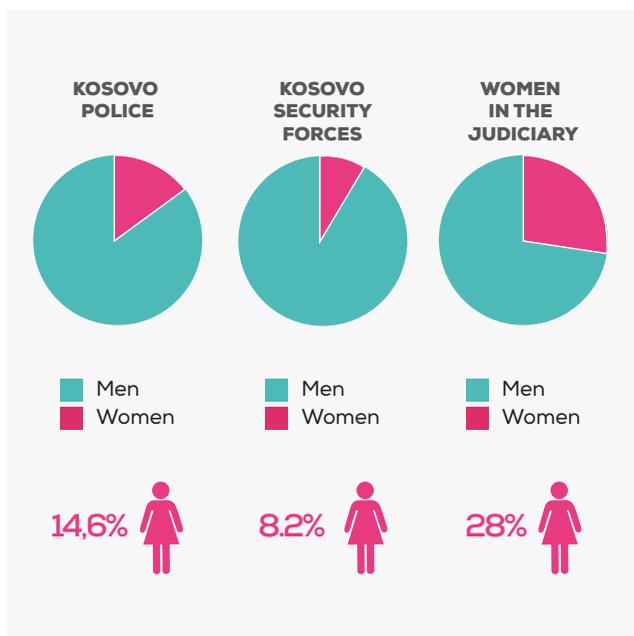
In the world, **30%** is considered as the critical mass mark for women's representation in decision making.

As of July **2013**, only **35** countries had obtained this benchmark in parliaments.



Women in national Parliaments Women government ministers

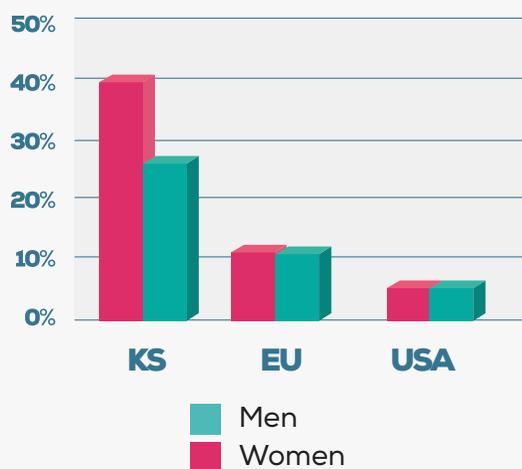
■ Kosovar
■ Worldwide



IN THE WORLD, ONLY 8 WOMEN ARE PRESIDENT.



Unemployment rates (2012)



If women's employment rates were equal to men's, Gross National Product (GNP) would be **9% to 34%** higher.

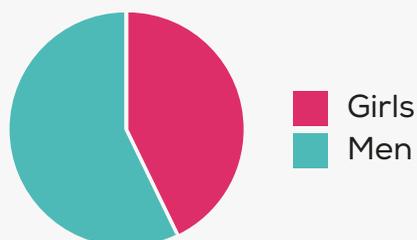
In the majority of countries, women's wages are **70-90%** of men's.



Over **45%** of Kosovo Albanian, and **60%** of girls from non-Serb minority communities, drop out of school after **9th** grade.

An extra year of primary school increases girls' eventual wages by **10-20** percent, encourages girls to marry later and have fewer children, and makes them less likely to experience violence

Students in secondary schools in Kosovo



Sources:

ILO, World Bank, Kosovo Agency of Statistics, OSCE, OECD, UN Women, UNICEF, Kosovo Police/DV Central Unit, Ministry of Internal Affairs of Kosovo.

A SAFE HAVEN FOR WOMEN THAT SUFFERED DOMESTIC VIOLENCE

Ten women including psychologists, managers, case-managers, social workers and counsellors for women that suffered domestic violence are engaged at "Liria" - the Centre for Protection and Rehabilitation of Women and Children situated in the municipality of Gjilan. They take care of women that have reported cases of domestic violence in ten municipalities, including Gjilan, Ferizaj and Kaçanik.

She couldn't stand anymore the beatings and the psychological terror inflicted by her violent husband. S.I. decided to take her fate into her own hands and say no to the family violence. This saved S.I. from violence but separated her temporarily from her children since after reporting the domestic violence she was casted away, from the family flat, by her now ex-husband.

S.I. didn't suffer only physical violence, but also psychological terror when her ex-husband brought home a second pregnant woman that was carrying triplets. S.I. decided to continue to be part of the household only for the sake of children. Constant violence combined with the negative attitude of her mother-in-law made her report her husband and leave the apartment to settle in the Prishtina shelter for women that experience domestic violence. During her stay at the shelter she was assaulted by her husband who was angry with her reporting domestic violence. After this incident, she was transferred to another shelter and she met her children through the social welfare center.

Currently S.I. is awaiting for the court hearing, after which she expects to be the sole custodian of her children. She hoped to settle in one of the two family apartments owned by her ex-husband but in the meantime he sold one of the flats, and he lives with his new bride and S.I.-s children in the remaining one. The court ruled that she needs to share the residence with her ex-husband, but when she returned to the home she was again beaten by him, only to be saved by the police. S.I. says that even though she constantly reported her ex-husband to the Kosovo Police he was never convicted nor held in police custody. Currently, S.I. is living in a shelter away from her family. The case of S.I. tells the sad story of domestic violence and that it often tears apart families, and Kosovo is no exception.

A Taboo theme

Domestic violence in the not so distant past was a taboo theme that wasn't discussed publicly in the Kosovo society. However, this started to change after 1999 when the first cases of domestic violence were reported in Kosovo. Nazife Jonuzi, director of the



Centre for Protection and Rehabilitation of Women and Children, says that the centre is currently focused in prevention, protection and re-integration of women that are victims of domestic violence.

"Domestic violence was considered taboo but fortunately now women are reporting domestic violence and are referring to the institutions, so after 14 years domestic violence in Kosovo is being debated," explains Jonuzi while sitting in her office at "Liria" (Freedom) shelter in Gjilan.

She adds that factors that influence domestic violence against Kosovar women can be found in the stress and trauma caused by the conflict in 1999 and the uneasy economic situation of the most of families in the country. "In our centre, we mainly offer services to women victims of domestic violence and to the victims of human trafficking with low risk," says Jonuzi while adding that the lack of proper funds makes the work more difficult. Most of the international donors lowered their financial support year by year. Currently "Liria", according to director Jonuzi, gets a monthly subvention of 2,000 euros from the Ministry of Labour and Social Welfare. With this financial help, the centre pays for drugs, shoes, clothes, and treatment for women that are part of the centre. She hopes that this amount will be raised by the Kosovo government because the needs of the women in the centre are high, especially if they have kids that need to be equipped for school. The Municipality of Gjilan helps the shelter by paying the rent, heating and electricity bills of the centre. This municipality also drafted a strategy for protection against domestic violence, which has been approved by the Municipal Assembly, and is expected to be implemented during 2014.

Prevention of domestic violence through activities and services

In order to prevent domestic violence, the Centre for Protection and Rehabilitation of Women and Children has shared information regarding how this violence can be reported through various workshops. "For ten years we have organized workshops for the rights of women, for the consequences of the domestic violence," says Jonuzi adding that domestic violence needs to be reported. Among the services offered at the centre is the accommodation package that includes psycho-social activities, reading at the library, sending children to school if women don't feel safe to go outside the centre.

"Staff of the centre works with children, accompanies them to school and back," she says while emphasizing that the centre tries to employ women in various private businesses so they can start supporting themselves. "This is a bit hard, but in cooperation with the regional employment centres, we are trying to find jobs for those women that want to work, and we have managed to find them jobs in restaurants, in the kitchen, washing dishes, caretaking for elderly and children, etc.," says Jonuzi while explaining that the centre has an agreement with hospitals and ambulances to use their services for free when women from the shelter need medical attention. The shelter in Gjilan also tries to provide to women an opportunity to continue their education, and helps them complete their documentation so they can apply for social assistance. "We monitor the victims and we never stop the contact with the victims, and they seek help from us time after time," says Jonuzi, adding that the Kosovo population still needs to be educated to report domestic based violence. Jonuzi mentions the fact that domestic violence cases are referred by institutions, the centre for social work and from the Kosovo Police.

Gender inequality produces domestic/gender violence

Nazife Jonuzi says that domestic violence is caused by gender inequality in the family. "Normally, the violence is expressed more in rural areas where the status of woman is low, she does not have the same right as her brother to be educated," she adds. Jonuzi says that the biggest challenge is the fact that not all women can report domestic violence, and in the cases when they do report it they can't escape from the environment where they are being physically abused. "All the referred cases are confidential,

anonymous, women don't need to say their name and we try to help them," adds Jonuzi.

The process of re-integration of women that have suffered domestic violence is long and expensive, and in most of the cases the victim returns to the violent environment. "After 3-4 months or after a year, women return to the shelter and no one deals with those who act violently against their wives," says director Jonuzi.

However she explains that there have been "registered positive results in cases when we invited family members and showed them the center, our services and they saw this as something positive."

Around 70 per cent of women that asked for help from the "Liria" - Centre for Protection and Rehabilitation of Women and Children, return to their homes where they have been exposed to domestic violence, because they don't have jobs and alternatives on supporting themselves and their children.

Child protection

There is no universally accepted definition of violence against women and violence against children. Such violence is present in every country, cutting across boundaries of culture, class, education, income, ethnicity and age. However, slavery, trafficking, exploitation, and child labor are all forms of violence.

Not all children fall into the trap of becoming victims or abusers. Many adults who grew up with violence in the home are actively opposed to violence of all kinds. There is reason to believe that children know that domestic violence is wrong and actively want it to stop. Many children who are present during acts of domestic violence try to help. Much can be changed by bringing this problem into the open. The message to all must be that domestic violence is damaging to everyone, including children who are exposed to it, and that it can be stopped.

Providing services and support to adult victims of domestic violence and gender-based violence can benefit children, especially when the specific needs of children are considered. Support for locating safe housing, income assistance, access to health care and referrals for psychosocial support services should be considered as means to assist all victims of domestic violence.

NAZIFE JONUZI'S MESSAGE TO THE YOUTH REGARDING THE PERCEPTION OF THE GENDER BASED VIOLENCE IN KOSOVO

Violence does not solve the problem but causes problems to the society, therefore we, as a society, should help this very sensitive category of people. We should report violence and refuse to be silent. Only as equals, as a society can we move forward. Our center is a reference point for the provision of services for women that are victims of domestic violence, the program of the center is to empower women, women's rights and gender equality. The existence of the center is very essential especially when having in mind the fact that the center is a focal point for women who seek help, not only for women in the shelter but also for women outside the shelter and for the women of non-majority the communities.

Watch Nazife Jonuzi's message on YouTube:
<http://www.youtube.com/watch?v=Wq8aSIFJK0w>

YOUNG MEN DEBATING ABOUT GENDER BASED VIOLENCE

Four young men from Pristina say that the debates at “Bonu Burrë Club” (Be a Man Club) changed for better their perspective about gender and violence. Before joining the debates at this club, talking wasn’t their strongest side. Slowly but firmly they started to understand the reasons why gender based violence is dangerous for the society.

Arianit Beqiri, a 17-year-old young man from Pristina, did not use to be of much help for his mother during the preparation of the Sunday family lunch. But, three years ago Beqiri started discussing different topics with other young boys, including many social issues including many social issues that were alien to him. His concepts about life, violence, gender and equality, around which he used to build his life during his young adolescence cracked down like a tower of cards. All changed when he started to be part of the “*Bonu Burrë Club*.” This club is a project implemented in Kosovo by *CARE International*, in partnership with *Peer Educators Network*. It teaches young men, among others, how to become good men, better husbands, how to fight gender stereotypes and violence, sexually transmitted diseases, about gender equality, etc.

Before joining the debates at the “Bonu Burrë Club” Beqiri’s public speech and appearance was at a very low level. “Before coming at the debates I could hardly talk and express myself,” says this young man without being ashamed to be critical about the concepts he nurtured in the past years. His father could not understand what he was saying when talking and this influenced him to do something about it. Participating at the “Bonu Burrë Club” was helpful to Beqiri not only in changing his language and arguing skills but also in breaking gender stereotypes that he created in his early years as a boy and a young teenager

Breaking down gender based stereotypes

“I wanted to develop further by being part of the Bonu Burrë Club,” Beqiri says while adding that when he was in primary school he used to believe that the man – head of the family – had the right to beat up everyone at home. “When I was in primary school, I always said that I will beat my future wife,” says Beqiri acknowledging that after becoming part of the club he understood that this is wrong and he changed his opinion for 180 degrees. “There are a lot of stereotypes, not only about gender but also about whether someone is from the village or is a fan of specific football team,” adds this young man who dreams to become a designer. The spirit of the “Bonu Burrë Club” needs to always be present in Pristina high



schools, says Beqiri who is currently a senior at the high school “Gjin Gazulli.” “Bonu Burrë Club” is the only activity where he is allowed to go without asking in advance his parents’ permission. Beqiri is inspired by Martin Luther King and his fight for human rights.

Standing up for a weaker friend

Agon Kelmendi, a 17-year-old young man that also attends the “Gjin Gazulli” high school recalls a situation when he refrained from bullying another boy at school just because he was more sensitive than the rest of the class. “No one wanted to talk to him, I started talking to him and then my classmates started saying to me why do you talk to him. I told the rest of class that they should not bully him and now everyone hangs out with him,” says Kelmendi. He is part of the “Bonu Burrë Club” for two years now and being part of these debates helped him to be more supportive at home, assisting his mother. “When I became part of the Bonu Burrë Club, I realised that I need to listen to my parents, not to prejudice other people because of their skin is black or because they are Roma, I learned to be nice to my friends and to be a friendly person,” says Kelmendi adding that he never used sexist jokes about women. “We need to use words to get along, not to use violence,” explains this young man that dreams of becoming a graphic designer and sees his older brother as his role model.

Being a good friend

Flamur Beqiraj, a 17-year-old young man that attends the technical high school “28 Nëntori,” says that “Bonu Burrë Club” offers the youth a choice on how to be a good person. “One of the activities that I liked was to imagine ourselves in the position of a person that is being bullied or harassed,” adds Beqiraj while explaining that the debates at the

“Bonu Burrë Club” helped him be a better person. “There is gender imbalance but I think that this situation is now being improved, however there are also girls that do worse things than we boys do,” says this young man, hinting that women also engage in gender based violence. “I feel very bad when someone insults someone else in my presence,” he says recalling that the first debates made him more aware about the use of violence and gender fairness. His role model is his aunt who is an architect. Korab Jaha, another 17-year-old student at the technical high school “28 Nëntori” says that he learned

about “Bonu Burrë Club” while at class. “In my opinion people in Kosovo started to learn how not to do gender based discrimination and I think that as a society we need to explain to people that they don’t have the right to discriminate.”

An example of a prejudice that Jaha had for women before joining the “Bonu Burrë Club” was that he could not believe that women can be as good drivers as men. He now realised he was wrong. The four young men from Pristina say that the debates at “Bonu Burrë Club” changed for better their perspective on gender and violence.

ARIANIT’S, AGON’S, FLAMUR’S, AND KORAB’S MESSAGE TO THE YOUTH REGARDING THE PERCEPTION OF THE GENDER BASED VIOLENCE IN KOSOVO

Love one another because with love we eliminate problems that we have.

Do not look at a person’s wealth or poverty but see what that person can offer.

Do not judge by the external appearance but by its values.

Respect everyone equally and treat them the way you want to be treated.

Watch Arianit’s, Agon’s, Flamur’s, and Korab’s message on Youtube:
<http://www.youtube.com/watch?v=TLx3IgtWwY>

FIGHTING GENDER BASED VIOLENCE THROUGH PUBLIC PERFORMANCES

Four young women from Pristina, the core of the "Haveit" group, are engaged in public performances that among other things, tackle gender based violence, gender discrimination and sexist public speech that is present in the Kosovo society. They are breaking taboos regarding the position of women in the Kosovo's patriarchal society.

Sisters Qena and Sylaj created "Haveit," a quite loud quartet of young women that fight gender based violence through their artistic public performances always connected to issues of public concern, discussion or event that is related to the position of women in Kosovo. The core of the "Haveit" group are three young artists that have the support of their friend that is studying European integration. To be closer to the public, the "Haveit" group decided to hold public performances to attract the attention of the media and of the relevant stakeholders. "Hana studied theatre, Vesa is a script writer, myself I am an actress and we thought that together we can raise the question of gender discrimination, we thought that this could be done better in the streets because it is more interactive and any citizen that passes by can see something rather than doing it in a theatre that is frequented by people who have access there," says Alketa Sylaj, a 22-year-old actress from Pristina.

Getting the needed attention

This young actress says that the places for their public performances are chosen carefully. "Not coincidentally, we chose to perform in front of the Kosovo Assembly, since the place where we choose to perform is very important," says Alketa Sylaj while explaining that "Haveit" was disturbed by degrading speeches of some MPs of the Kosovo Assembly while discussing an amendment aiming to include survivors of sexual violence related to conflict to the current legislation in March 2013. These young women decided that complaining about this issue while sitting in coffee shops is not enough for them and therefore decided to publicly express their opinion about the sexist language used by the Kosovo Assembly members.

"We were disturbed by the use of the word examination because they decided to examine the victims and you can't examine someone after 15 years and this was a very hard thing to ask for and in our public performance we used some symbolic things such as kitchen items and we crushed an apple. By crushing the apple we crushed the examination because there is nothing to examine there," says Alketa Sylaj.



Women need to report gender violence

Hana Qena, a 25-year-old student of theater directing, says that women don't need flowers for 8th of March. Instead, they should get respect from their husbands or boyfriends. "We don't need flowers but we need more space and attention because these flowers and apologies will kill us one day," says Hana Qena, adding that "women need to react and to separate from men that beat them, because when someone violates your freedom or when someone beats you up then you need to separate from that man."

"Haveit" group of young women started its performances in 2011 and in two years they have held 9 performances regarding various issues but mainly focusing on women issues. She explains that 9 out of 7 public performances that "Haveit" held since their establishment in 2011, were related to gender-based violence or gender discrimination in Kosovo: *Kurorëzimi (Marriage)*, *Me shami të kuqe (With a red scarf)*, *One Billion rising*, *Kur kishe mujt me më pa qysh më kishe pa (If you could see me how would you see me?)*, *Mekanika klasike (Classical mechanics)*, *Ekzaminimi (Examination)*, *Je suis glamour (I am glamour)*, *Pa ujë në fontanë (Without water in the fountain)*. Their performances tackle issues such as the killing of Diana Kastrati by her ex-husband, rapes of women in Kosovo during the conflict of 1999, and generally about position of women in the society.

Vesa Qena, a 22-year-old student of scriptwriting, says that the reasons why "Haveit" is engaged in such public performances is to support stories and experiences of other women that have suffered gender based violence. "This kind of performance is more useful since it engages in activism," says Vesa

Oena adding that one needs to be courageous to perform in the street.

The fourth member of the "Haveit" group is Arbnora-Lola Sylaj, a 25-year-old young woman studying European integration. She says that she decided to be part of the "Haveit" group because she wants to raise her voice about the position of women. "Topics that we tackle are discussed everyday by people, but it takes courage to talk about them openly and

loudly because this is considered shameful," she says while explaining that women should stop feeling ashamed when talking about experiences, problems with violence used against them. "For me, it's not a problem to say these things when one has a purpose," says Arbnora Sylaj while sending a message to the young women that expressing their problems is not a matter of taste but it is in the domain of their human rights.

HANA'S, VESA'S, ALKETA'S AND ARBNORA'S MESSAGE TO THE KOSOVO YOUTH REGARDING THE PERCEPTION OF GENDER BASED VIOLENCE IN KOSOVO

We, the girls from the "Haveit" group, through our public performances, try to inform the wider public and the youth not to use violence, and even if someone beats you up, if someone touches you, if someone offends you, you have to report it in order to completely eliminate this violence against women that is happening in Kosovo. I invite all the girls and women who see violence or experience violence to report it to the respective authorities, do not hide the violence. The use of violence is against the law. Do not use violence against anyone, especially towards women. Public performances of the Haveit group are a message for the prevention of violence. Find the strength to prevent it.

Watch Hana's, Vesa's, Alketa's and Arbnora's message on Youtube:
http://www.youtube.com/watch?v=U30pnx_UL2w

GENDER BASED VIOLENCE AMONG TEENAGE COUPLES IN KOSOVO

Young couples have much more options than older generation couples to report gender based violence but they do not always report it. According to the report "Prevalence of violence in adolescents' relationships," conducted by the Kosovar Gender Studies Centre (KGSC) youngsters, especially male, do not understand which actions are considered as violence.

Gender based violence is not something unusual among Kosovo teenage couples that are in a romantic relationship. Jealousy is also present in two thirds of these young couples (66 per cent), while one in ten girls (11 per cent), engaged in such a relationship, admits that she has been hit or slapped by her male partner. These statistics and other valuable information about gender based violence among Kosovo teenage couples are presented in the "*Prevalence of violence in adolescents' relationships*," conducted by the Kosovar Gender Studies Centre (KGSC). Youngsters, especially young men, according to this report, do not understand which actions are considered as violence. From the report, it could also be concluded that young women have a better understanding of what is understood as violence. "When one reads the report, one can understand that the youth does not have information about the concept of violence, it's not clear to them what violence is and how it is expressed, mainly as violence they consider beating," says Luljeta Vuniqi, founder and executive director of KGSC.

The report stresses that almost a third of respondents (27 per cent) think that slapping would not be defined as an act of violence, and this perception, which is embraced more by young men than young women, shows that there is little understanding of what constitutes physical violence. "Gender based violence is devastating when present among young teenage couples since they are in the process of creating their personality, they are developing and they are creating perceptions about the world around them," says Vuniqi whose NGO used art activities to make youngsters think more about gender equality.

Girls the usual victims

According to Vuniqi, young women in teenage relationships in Kosovo are not aware of the psychological violence, since they understand violence only as physical violence they see in the school, street and in their homes. "They consider physical violence as more prevailing and some of them say that violence is present in their relationship and that they have



experienced violence in their relationship," says Vuniqi while emphasizing that youngsters still hesitate to report violent acts although nowadays there are a lot of options on how to report gender based violence. A young women that took part in the focus groups organized by KGSC declared that "males are those who commit more violence; in most of the cases, females are the victims." Vuniqi considers that gender based violence is still largely legitimized as a tool of controlling women and young women. "Every deviation from the role of girls and young women that is determined by the patriarchal society, is punishable," adds Vuniqi emphasizing that there is also social pressure towards women and girls that frequently change partners and are considered as immoral. "Reporting of violence does not happen because of the fear of vengeance and other consequences," she says.

Traditional views of young people in Kosovo

Even though nowadays there are much more means to report gender based violence, there are not as many differences about gender based violence, between the younger and older generation of Kosovars, says Vuniqi. "Maybe they have more information and can more easily access the police, since this couldn't be done in the past because then gender based violence was considered as a family and private matter that was not included in the legislation," adds Vuniqi while analysing the report on "Prevalence of violence in adolescents' relationships."

The report, adds Vuniqi, has not informed KGSC only about the future steps to be undertaken but also on

how to be more effective in addressing this issue. "The data of this report are very important for institutions, researchers, civil society and from policymakers and institutional leaders." Moreover, it is important to note that most participants of this study believe that violence is present today in romantic relationships of teenagers and it is a serious concern. Overall, many more young women (84.2 per cent) than young men (68.3 per cent) have raised this as an alarming issue about today's relationships. In terms of the ethnic affiliation of the participants of this study, overall 81.5 per

cent of minorities also agree with the above mentioned statement. Another equally alarming issue is the number of surveyed young men (19.2 per cent young men, compared with 9.8 per cent of young women) who believe that despite the fact that cases of violent behaviour within romantic relationship exist, these should not be made public and/or an issue.

LULJETA VUNIQI'S MESSAGE TO THE YOUTH REGARDING THE PERCEPTION OF THE GENDER BASED VIOLENCE IN KOSOVO

My message to young women and young men especially to teenagers is that I would advice them to report violence if they are victims of violence, or to report violence even for a friend, who is in a violent relationships or you know that they are experiencing violence. Also I would tell them that the use of violence, in any form, in relationships of young people, especially teenagers, is not not the solution of the problem, it is just one problem more, an increase of the problem. Also I consider that youngsters should be part of a relationship on their free will, they need to develop relations that are free of violence. This means that they should not agree to be part of a romantic relationship, or part of any kind of relationship that is not free of violence, they should refuse to be part of a violent relationship.

Watch Luljeta Vuniqui's message on Youtube:
<http://www.youtube.com/watch?v=j7Vz5VXzP80>

A PASSIONATE ACTIVIST FOR THE LGBT RIGHTS

Rajmonda Sylbije is not an ordinary girl from the neighbourhood; she is a friend, a rock where one can rely during difficult moments such as when one “comes out” with his/hers sexual orientation. “Respect the law” says Sylbije briefly while emphasizing that lesbian, gay, bisexual and transgender (LGBT) rights are the core of universal human rights.

Activism is the fuel that runs in the veins of Sylbije, a 26 years old female activist from Prizren that loves to fight for the rights of marginalised groups. While living in Prizren, Sylbije promoted the rights of marginalised groups such as Roma and children with special needs. Transferring to Pristina did not change her work attitude. After moving to the capital of Kosovo, Sylbije decided to continue her activism in the form of assisting young Kosovo lesbians, gays, bisexuals and transgender people in understanding and communicating their sexual orientation. “Initially I had the idea to engage generally in the sector of human rights so each person would be accepted as she/he is without conditions,” recalls Sylbije.

A passion dedicated to human LGBT rights

“My most important passion is the engagement in promoting the rights of the LGBT community in Kosovo,” says Sylbije while sitting in the light coloured sofa at her cosy office situated in the Pristina downtown. is the executive director of the Center for Equality and Liberty – Kosovo (CEL Kosovo), a recently established NGO that is oriented towards promotion and awareness rising about the rights of the Kosovo LGBT population.

“We live in a society where not only the LGBT community but the whole society is not in a favourable position,” she says while adding that the position of the LGBT community was and still is stigmatized. “It is very hard to be lesbian, gay, bisexual or transgender in a pre-judgmental and discriminatory society such as Kosovo,” adds Sylbije referring to violent attacks that occur towards Kosovo’s LGBT population when they publicly express their sexual orientation.

Social pressure for LGBT’s in Kosovo

She recalls the violent reaction to the launch of the issue of Kosovo 2.0 magazine that tackled sex issues. “All this violence just for the exchange of two letters between two female activists Lepa Mladjenović from Serbia and Igballe Rogova from Kosovo, and it was just an exchange of letters on how it is to be a lesbian in Kosovo and in Serbia.” According to her a lot of members of the LGBT hide their sexual orientation from friends and family due to the fact that people in their environment are not informed about LGBT



persons. “All of this is fuelled by the lack of information people have about the rights of LGBT community,” says the young executive director of CEL Kosovo. Sylbije through CEL Kosovo actively tries to help LGBT people overcome their fears offering them different activities that include discussions, focus groups and lately also courses of English language. “The focus of our organization is to offer a safe haven for the LGBT community so they can have a place where they could freely socialize through tackling various social topics through discussion,” explains Sylbije in a room with plenty group photos showing LGBT people hanging out at the centre run by her. The whole idea of CEL Kosovo is to create a specific space that would help LGBT people integrate. CEL organizes discussions on topics such as heterosexual marriages of gay people that happen due to family pressure. Around 90 members of the LGBT community are regular participants in the centre’s activities. “In these discussions one can feel the social pressure that LGBT community faces during their everyday life,” says this 26 years old fearless young woman from Prizren. “It’s hard to be LGBT person in Kosovo and I know this through the experience of people that visit our centre,” says Sylbije.

Gender based violence in all the communities

The Kosovo LGBT community is not free from gender based violence and Sylbije explains that the “violence expressed against the sexual orientation of the LGBT community is not always reported to the police because they are not empowered to do so, although that the Anti-Discrimination Law is on their side.” LGBT people, according to Sylbije, are constantly under pressure from their families to have heterosexual marriages. “There’s a lot of pressure for them to appear as somebody else.” Coming out can endanger their jobs and they are often threatened they would be cast away from their family homes, not

just physically but also emotionally. Sylbije explains that most of the LGBT members that are part CEL Kosovo can't just come out in front of their families since most of them are financially dependent from their parents and there is always the risk that they

could be thrown out in the street. CEL Kosovo offers them the possibility and space to act normally with people that understand them without the need to pretend be someone else.

RAJMONDA SYLBIJE'S MESSAGE TO THE YOUTH REGARDING THE PERCEPTION OF THE LGBT COMMUNITY IN KOSOVO

*The rights of the LGBT community are universal human rights – respect them and change your stereotypes towards lesbians, gays, bisexuals and transgender people from Kosovo. I would encourage the Kosovo youth to read as much as they can about the LGBT community. Not only for the LGBT community in general but also to read more about the challenges that has the LGBT community in Kosovo. They can be informed about the LGBT community through our **Facebook page** and of course by contacting existing organizations that promote the LGBT community in Kosovo. The law in Kosovo clearly defines that the violation of the LGBT rights is violation of the **Kosovo Constitution** and of the **Anti-Discrimination Law**. Harrasing people about their sexual orientation in Kosovo is a human rights violation. Each citizen of Kosovo needs to respect the law and stop the violence not just against the LGBT community but against all the communities in Kosovo." The last thing that I want to say to the youth of Kosovo is to stop the physical and psychological violence against the LGBT community in Kosovo. LGBT members are people, being gay, lesbian, bisexual or transgender is not a disease.*

Watch Rajmonda Sylbije's message on Youtube:
<http://www.youtube.com/watch?v=OC7g18XnZ00>

ART VERSUS GENDER BASED VIOLENCE

Singer Rona Nishliu says that through music she tries to get as close to her audience as possible and send a message that can be used in the daily life of her fans and their friends. According to her, people should solve problems peacefully and not with the use of violence.

It's no news seeing Rona Nishliu rocking the public while onstage. Whether at the Eurovision Song Contest or just jamming' with other musicians, she becomes one with the song and the audience, and this can be felt through her colorful performances. As a young artist with a great passion for singing, Nishliu considers music as something sacred that shapes her personality. And this positive vibe created by Nishliu is transferred to the public each time she raises her voice not just when singing but also when advocating for different social issues such as gender equality or the fight against gender based violence.

Using music as a tool against gender stereotypes

"I am glad that among 7-8 of my songs 2 of them address this issue. The first song 'A ka arsye' (*Is there a reason?*) produced in cooperation with rapper Bin Bimma was used in 2006 in an awareness campaign against gender based violence," recalls Nishliu, a 27 year-old singer from Pristina, about her engagement in the public sphere through her songs. The second song that Nishliu dedicated to gender violence is "Se vetëm zemra flet saktë" (*Because only the heart speaks right*) interpreted in 2012, a song which is dedicated to the fight against gender based violence among Kosovo teenage couples. The second song, which tackles gender based violence according to Nishliu, was envisaged by the *Kosovo Gender Studies Center (KGSC)* to reach out to as many people as possible through pop culture by being present in TV stations, radios, and online news portals.

"I think that in a general format maybe without addressing concretely the problems and their specifics, music and art succeed in sending the needed message about awareness," adds Nishliu while explaining that gender based violence should be reported to the authorities that can proceed these cases further.

"I believe that in rural areas, in the most distant dwellings, this is a case that is not being discussed, in the most isolated places, discussion is always more



closed and I believe that women are less oriented to discuss it with their family members. And for example in Pristina or in other larger centers this is discussed at least in the family circle," says Nishliu while adding that the discussion about gender based violence should not stay only within the family. She explains that Kosovo has a lot of potential and music talent that can be used to address important issues of its society. "In my opinion, this can be done concretely through the culture of hip hop music so we can be more aware and include more people in the discussion", says Nishliu.

Report gender based violence

"Referring to the cooperation I had with Bim Bimma I think that also men have an important role and offer a considerable contribution to this problem," she says while referring to the issue of gender based violence. "I think that this issue is present in all societies and the only difference is the reason why it happens, but the lack of discussion and not reporting the violence is an extra issue that characterizes our society, and I believe that the victims are not always women that have suffered gender based violence. I believe that there have to be institutions that work with the victims," says Nishliu while stressing that the victims need to have a safe house where they could stay and be supported with psycho-social, medical and financial support.

Another important issue, adds Nishliu, is the presence of psychological violence that cannot be eradicated completely.

“There are different cases of maltreatment and we read about them in the newspaper, we can hear the screams in the apartment next-door, etc.,” says Nish-

liu while adding that each person in Kosovo should feel equal with everyone in the society independently of their gender.

RONA NISHLIU'S MESSAGE TO THE YOUTH REGARDING THE PERCEPTION OF GENDER BASED VIOLENCE IN KOSOVO

Be aware of cases of gender violence among couples. I think that together we should fight, until those cases (of gender based violence) fade away. Indisputably each society has problems of different nature. However, I think that these cases need to be discussed as much as it can so similar cases shouldn't be repeated and don't become phenomenon's that are common to our society. I am very glad that I was given the chance to contribute as an artist with a song in the awareness of young people. Through this message I want to say that forbearance is very important in these cases, in moments of anger, stasis, in moments of dissatisfaction the expression of revolt shouldn't be part of our communication. Therefore listen to your heart as says the title of my song "Because only the heart speaks right" and try to peacefully solve the problems you have.

**Watch Rona Nishliu's message on Youtube:
<http://www.youtube.com/watch?v=G72ukvh6F60>**

THE ACTION PLAN, A TOOL IN ERADICATING GENDER BASED VIOLENCE

Edona Hajrullahu, chief executive of the Agency for Gender Equality says that education and employment can improve the situation of women in Kosovo and prevent gender based violence against women. According to her, the Action Plan on the implementation of the UN SCR Resolution 1325 on women, peace and security is focused on three main pillars: increasing the number of women in the decision making process, ensuring a higher presence of women in the security forces (Kosovo Police and the Kosovo Security Force) and the reintegration of women that suffered sexual violence during the 1999 conflict.

For Edona Hajrullahu, a young and energetic chief executive of the *Agency for Gender Equality (AGE)* it is very important to increase the number of women in public positions that are part of the decision making process in the state of Kosovo. She says that more women need to be part of the Kosovo diplomatic service, consulates and also be present in larger numbers in the decision making process in the Kosovo Police and the Kosovo Security Forces. "All these issues have been treated in the Action Plan," says Hajrullahu, a 25 year-old woman from Pristina, while adding that "we worked in the field of having as many women in the decision making, in the process of building and safekeeping peace and to reintegrate women that are victims of sexual violence, torture and other forms, related to the war." Hajrullahu says that in 2012 a decision was taken to create the group that worked on the Action Plan. "The drafting of the document took a long time because one of the objectives was very sensitive, it took us a lot of time to have a consensus and in the end we had the final draft," says Hajrullahu while referring to the issue of women that suffered sexual violence during the conflict of 1999.

Agency for Gender Equality has the mandate to draft public policies in order to help other institutions to have a better understanding of gender equality. "We have been in a patriarchal society and now we are trying through these activities to diminish this gender inequality. The Agency for Gender Equality through the Action Plan expects to see more women in the decision making and in other public spheres such as diplomacy," stresses Hajrullahu. The Action Plan, according to Hajrullahu, has been recommended by the Ministry of Finances to the Kosovo Government, and it foresees that up to 51 per cent will be financed from the Kosovo budget while the rest from donors. The whole cost of the Action plan is 1,667,260 Euros. Through the outcomes of the AP, the Agency for



Gender Equality is dedicated in understanding better the principles of the UNSCR Resolution 1325.

UN Women an important donor and partner

In the process of drafting the Action Plan (AP), the AGE had the assistance of various state institutions and other partners such as *UN Women, OHCHR*, civil society, and other institutions. "UN women is a donor with which we have cooperated in drafting the Action Plan for the implementation of the UNSCR Resolution 1325 and UN Women did not have only the role of the donor but it was also engaged in the drafting process through its experience including here also other UN Women offices in the region," says Hajrullahu.

Three main objectives of the Action Plan

According to the intended outputs and outcomes of the AP, women should be present in larger numbers in the decision making process, they need to be part of the top hierarchy of the Kosovo foreign service, police and security force of Kosovo. Also, redress needs to be provided to victims of sexual violence during the conflict, including their legal recognition. In this regard, steps have already been taken to include these victims as a category in the "*Law No. 04/L-054 - on the Status and the rights of the martyrs, invalids, veterans, members of Kosova Liberation Army, civilian victims of war and their families.*" The Kosovo Assembly, adds Hajrullahu, in principle has approved the amendment of this law recognizing victims of conflict related sexual violence as a category in the law.

Lack of education and jobs creates gender based violence

Hajrullahu says that many factors influence gender based violence, while in the Kosovo's society women are mainly victims of this specific kind of violence. "I am strongly convinced and I believe that a strong factor that causes gender based violence is the lack of economic power, women don't have economic independence and are not empowered," says Hajrullahu adding that education of women is also important.

Men, according to her, cause gender based violence and therefore they need to see women as equal partners.

"In the moment when a young woman is educated and has a job she has all the preconditions to be equal with men," she says while adding that institutions need to be proactive, civil society should continue with different awareness campaigns, and men need to welcome these changes.

EDONA HAJRULLAHU'S MESSAGE TO THE YOUTH REGARDING THE PERCEPTION OF GENDER BASED VIOLENCE IN KOSOVO

Initially I would like to see a well-educated youth that believes more in its academic advancement. I also would like to see young women that are employed, perhaps also young women that have some ideas for initiating businesses, and eventually I would ask from our youth – our young women and young men to respect all applicable laws because only in this way they can contribute to their state.

Watch Edona Hajrullahu's message on Youtube:
<http://www.youtube.com/watch?v=XzpaHFhK6Ww>

Short information on the UN Security Council Resolutions on Women, Peace and Security: these 6 resolutions (1325, 1820, 1888, 1889, 1960, 2016) have together recognized the impact of conflict on women, established that sexual violence during conflict is a matter of international peace and security and have put in place concrete measures to ensure accountability.

UNSCR 1325 (2000) emphasizes the need for women's equal and full participation in all efforts to maintain and promote peace and security. It also calls for attention to the special needs of women and girls during repatriation and resettlement, rehabilitation, reintegration and post-conflict reconstruction.

UNSCR 1820 (2008) recognizes that sexual violence has been used as a "tactic of war to humiliate, dominate, instill fear in, disperse and/or forcibly relocate civilian members of a community or ethnic group." It calls for effective steps to prevent and respond to acts of sexual violence as a central part of maintaining international peace and security. It urges the Member states to comply with their obligations to prosecute the perpetrators of sexual violence, ensuring that all the victims, especially women and girls, have equal protection under the law and equal access to justice. It also calls for the end of impunity for sexual violence, as part of a comprehensive approach to seeking sustainable peace, justice, truth and national reconciliation.

UNSCR 1888 (2009) laid the ground for the appointment of the Special Representative of the Secretary General on sexual violence during conflict, calling upon the Secretary General to ensure the rapid deployment of teams of experts and advisers to situations of concerns and to ensure peace talks address sexual violence.

UNSCR 1889 (2009) called for a strategy to increase women's representation in conflict resolution decision-making, including indicators and proposal for a monitoring mechanism. Among other things, States must track money spent on women in post-conflict and recovery planning.

UNSCR 1960 (2010) called for a monitoring and reporting framework to track sexual violence in conflict. It mandated the names of those "credibly suspected of committing or being responsible for patterns of rape and other forms of sexual violence in situation of armed conflict on the Security Council agenda" be included in annual reports on the implementation of UNSCRs 1820 and 1888.

UNSCR 2016 (2013) is the 6th resolution on Women, Peace and Security, and the 4th one focused on conflict-related sexual violence. This resolution, which adds greater operational detail to previous resolutions on this topic, reiterates that all actors, including not only the Security Council and parties to armed conflict, but all Member States and United Nations entities, must do more to implement previous mandates and combat impunity for these crimes.

A LADY IN UNIFORM

Lieutenant-colonel Afërdita Mikullovcı is a fearless woman that has mounted the ranks of Kosovo police thanks to her dedication to serve the community in her hometown combined with her degrees in the field of teaching and law. After 14 years in the Kosovo police, she says that women's presence is vital for the security sector in Kosovo.

Raised in a family where gender was never an issue, Afërdita Mikullovcı was always considered equal with her brother in the eyes of her parents. With the attitude of being and feeling equal with men, she joined the Kosovo Police during 1999 as a member of the first generation of police officers. "The profession of a police officer is to serve and support the community with everything we can," says 37 years old Mikullovcı, who is currently serving as Lieutenant-colonel and as deputy head of crime investigation at the police station - Mitrovica South. She says that even though Kosovo is a patriarchal society this obstacle did not influence her in the choices she made – including also her decision to join the Kosovo police force. "I have continued my life not noticing these obstacles and I did not allow them to be in front of me," she says while adding that "as a character I am very stable, decisive and a type of a warrior person and this is the reason why I have got this position where I am now." Mikullovcı stresses out the fact that a woman needs to be very dedicated in achieving her tasks, to be in a decision making position. "I have to admit that maybe someone else had to work much less than me but I think that I worked hard and this is a message for all the women that if they want to achieve something then they have to be maximally dedicated," says Mikullovcı. By being single, it is easier to manage her private life from professional obligations. "I am still not married and I live with my parents and my brother and the only obligations I have are education and work," says Mikullovcı who is currently attending a Masters school on diplomacy.

Social pressure

Mikullovcı is convinced that women are an important component in the Kosovo security sector. Men in the Kosovo Police, according to her, are more oriented towards force while women are more sensitive. "When these attributes of men and women are brought together then this is a perfect combination to serve and approach the people," she says. Mikullovcı explains that she did not experience any social pressure when she joined the Kosovo Police. "Luckily I have been accepted very well at the Kosovo Police and I did not have any problems or social pressure," she says while specifying that she can speak only on her behalf. However, Mikullovcı adds that women need to



work harder to create authority among the Kosovo population. "Initially it started with a prejudice, it happened that I have been told that I will not be able to take a clear decision when needed, but I took such a decision with all the needed measures," says Mikullovcı.

Presence of women in the Kosovo Police

One of the positive elements and results in the Kosovo Police, according to Mikullovcı, is the presence of women. "This is important especially because of the respect for the *Law on Gender Equality*, it is easier for us since almost all the victims want to talk to policewomen, not because they don't trust the male colleagues but because they have suffered violence from a man and therefore they may hesitate to meet with men," says Mikullovcı while referring to victims of gender and domestic violence.

Mikullovcı says that when a woman talks to another woman that is a victim of violence then it can better understand her suffering. The Kosovo Police says Mikullovcı, is one of the institutions that has taken the issue of gender based violence and stereotypes very seriously. "We are among the institutions that have signed the *Kosovo program against family violence* as part of the governmental action plan 2011-2014," she adds. However the number of women in Kosovo Police, including also women from minorities, has declined. A research done in 2010 by the Kosovo Police, with support of UN Women, showcased that there has been a trend of decreasing numbers of women police officers. In 2010 these numbers had gone down from a previous 16 per cent to 12.5 per cent. Regarding these percentages, Lieutenant-colonel Mikullovcı explains that they have risen to 14.6 per cent and that this trend needs to grow furthermore. Moreover, women's representation remains low at the higher level of decision making

and representation, while women need to be involved at the policy level to ensure the concerns of women and girls are reflected in the national security strategy.

Association of Women in Kosovo Police

In response to different challenges, women in the Kosovo Police have decided to establish their own professional association. "We are not satisfied with these numbers and this is the reason why the Association of Women in the Kosovo Police (AWKP) has been established and one of our objectives at AWKP is to increase the number of policewomen in the Kosovo Police and for this we need to engage in media campaigns, to present our success and send a positive message to the women who want to apply to be part of the Kosovo Police," says Mikullovcı who serves as board member and coordinator for the Mitrovica region at the newly established AWKP. "By listening to our voice and the voice of victims now we are lucky to have a number of laws and other regulations that are being implemented including here also strategic documents that prevent gender based violence," says Mikullovcı while adding that women in

police are determined to fight and prevent gender based violence. She said that the *Action Plan to implement UNSCR 1325* will be soon approved by the Kosovo authorities, and it also includes activities that specifically deal with ensuring a gender perspective in the security sector. The role of AWKP is to advance and promote the position of women and ensure greater gender representation in all structures of the Kosovo Police, and thereby provide safety and security for all. Furthermore, AWKP's role is also to promote women's role in law enforcement and democratic policing and to serve as a platform where policewomen can represent their rights and interests through introducing measures to mitigate and overcome challenges they face at work. The association has been established with long-term support of UN Women, which has been closely working with Kosovo Police since 2002. The founding of AWKP is a step forward of the implementation in Kosovo of UNSCR 1325 on Women, Peace and Security.

AFËRDITA MIKULLOVCI'S MESSAGE TO THE YOUTH REGARDING THE PERCEPTION OF GENDER BASED VIOLENCE IN KOSOVO

The role of women in the hierarchy of the Kosovo Police is very important. It means that we are dealing with the contribution of women in the development of various strategies regarding security issues, various administrative directives, and various applicable laws in Kosovo. Another message that I want to say about violence, youth, gender violence and stereotypes is to request from them to forget the portrait of women as housewives. No need to be embedded in their minds, in their heads the image of female housewives; they must mean in mind a female that is a combination of traditionalism and professionalism. In this case we have continued our tradition as mothers, sisters, parents, very committed and also with a professional commitment. They need to eliminate the stereotype of a man as the decision-maker.

Watch Afërdita Mikullovcı's message on Youtube:
http://www.youtube.com/watch?v=VtJJG3_3xmg

Participation of women in the judicial sector is also of high importance for women's empowerment. You can read the profile of KadaBunjaku, the President of Mitrovica Basic Court [here](#), and the profile of Katja Dominik, an international judge in the Mitrovica Basic Court [here](#).

FIGHTING THE STIGMA OF SEXUAL CRIMES

Women that suffered sexual violence related to the armed conflict in Kosovo need to be compensated and reintegrated in the society. Through awareness campaigns people should be informed that being raped during the conflict is not something to be ashamed of. The social stigma that these women have needs to be eradicated, and they should be accepted by the rest of the society.

Helping women that have suffered sexual violence related to the 1999 Kosovo conflict is not the easiest thing to do. Various activists and investigators have a hard time providing the required assistance and help due to the limited resources and mainly because of the social stigma that surrounds women that have suffered severe sexual assaults, sexual trauma and rape during the conflict.

Kadire Tahiraj, director of *Center for the Promotion of Women's Rights in Glogovc*, says that the center identifies women that were subject of sexual violence during the conflict. "Because of the lack of trained specialized staff, we refer them to the Kosova Rehabilitation Centre for Torture Victims that offers rehabilitation and other medical services," says Tahiraj while adding that she is motivated to help reintegrate in the society women that were raped during 1999, so they don't feel any more left aside, or feel ashamed.

Assisting women that suffered severe sexual attacks

"Concretely we advocate for these victims, for example, last year for 8th of March *Kosova Women's Network* organized a peaceful protest to raise the voice and ask for help for these victims so we can help our mothers, sisters because they sacrificed for the freedom of Kosovo," adds Tahiraj explaining that the center was visited also by President Atifete Jahjaga. Jahjaga, according to Tahiraj, expressed the will to help these victims. "Institutions should not be the only ones to contribute for these victims, but also each person should help them," she says.

Tahiraj stresses that these women need to be assisted since they are being left aside by the society. "The society looks at them differently and they also don't have support from their families," she says adding that these women should be assisted through advocacy and awareness campaigns so the population starts helping them. Most of them, adds Tahiraj, are unemployed, without proper education and jobs. "I believe that people will be more aware about them since these women have never been guilty for anything," emphasizes Tahiraj. The Center for the Promotion of Women's Rights in Glogovc, says Tahiraj, was also financially backed with a symbolic budget from Nexhat Demaku, the mayor of the municipality of Glogovc.

Tahiraj feels disappointed with the sexist speech made by some of the MPs of the Kosovo Assembly



while discussing an amendment aiming to include survivors of sexual violence related to conflict to the current legislation in March 2013. "I felt very bad when I listened to those words. Victims called me and they say that now they have been 'killed' for the second time by the MPs," says Tahiraj and adds that even though they were not shot during the war they have wounds carved in their souls, and therefore they should be granted the status of victims of war.

Work done by EULEX

Nina Pelkonen is a Finnish police officer that works as an investigator at the European Union Rule of Law Mission (*EULEX*) War Crimes Unit, with a focus on sexual violence done during the 1999 Kosovo conflict. According to Pelkonen there are big challenges in investigation of these cases. Pelkonen and her colleagues recently investigated several war crimes against women, but in their work they face a lot of challenges. Being willing to access justice and giving statement to an investigator by women that are victims is just the first step in the justice process.

For the investigators bigger challenges come after this step, explains Pelkonen. "Cases start to be old and cold, the whole investigation is based on statements, word against word," says Pelkonen while adding that supporting evidence such as pictures,

DNA, etc. do not exist in the cases of sexual crimes during the war. Since Kosovo is a small country there is a big issue regarding confidentiality and anonymity and most of all there should be a code of conduct how to behave towards the victim in the court, emphasizes Pelkonen. The justice process, according to Pelkonen, definitely re-traumatizes the victim. "She should get psychosocial support during the whole process. NGO's are over loaded with the work in general. How to expect them to have the capacity to do this? Systematic support should come from the authorities," adds Pelkonen.

Cooperation between EULEX and other organizations

"95 per cent of my work is related towards war crimes against women and that means normally severe sexual assault or rape," says Pelkonen while explaining the field of her expertise. Currently EULEX, according to Pelkonen, is working on ten cases regarding sexual violence during the conflict.

"One was prosecuted last spring and this investigation was done by the Kosovo Police War Crimes investigation team that works within our unit and now currently as we speak there is one case in court," says Pelkonen while adding that during the conflict, younger women were raped many times in front of the whole village or their families. The work process according to her has been very slow, since she needed time to build confidence with the local NGOs and other organizations, so as to then be able to talk to the women who have faced sexual violence during the war. However she says that she doesn't know the exact figure of Kosovo women that were raped during the war. "I would not say tens of thousands, I would say thousands and this is my wild guess," adds Pelkonen explaining that a lot of organizations and NGOs right after the conflict interviewed raped women but there is no precise figure.

According to Pelkonen, EULEX needs to have the help of the society, local authorities, and governmental institutions to work with them, while psycho-social

support should come from Kosovo or other organizations rather than EULEX.

Women that were sexually abused during the conflict, says Pelkonen, are looking for support and recognition. "These ladies I think they are looking for compensation, like many families of missing people get a monthly compensation, it's not much but it's symbolic, and I think that this category of ladies should have a right for compensation, especially they have a lot of post-traumatic syndromes and they have health problems still today," says this Finish War Crimes investigator who has been working in Kosovo for two years now.

Recommendations regarding redress

In the report "*Healing the Spirit: Reparations for survivor of sexual violence related to the armed conflict in Kosovo*" commissioned by the Office of the United Nations High Commissioner for Human Rights (OHCHR), recommendations have been suggested to the Kosovo Authorities regarding the restitution and compensation of victims that suffered sexual violence.

Among the recommendations is also provision to survivors of individual monthly compensation; provision of necessary support to survivors of sexual violence by facilitating employment opportunities and enabling access to vocational training; integration of survivors into the implementation of the *Action Plan for the Economic Empowerment of Kosovo Women 2011-2013*; provision of financial support for the education of children of survivors of sexual violence through scholarships, grants, etc.; support as necessary for the most vulnerable survivors to enjoy their right to adequate housing.

KADIRE TAHIRAJ'S MESSAGE TO THE YOUTH REGARDING THE PERCEPTION OF GENDER BASED VIOLENCE IN KOSOVO

My name is Kadire Tahiraj and I am the director of the Center for the Promotion of Women's Rights. My message to the youth of Kosovo, Kosovo's institutions, civil society, is to support the abused and raped victims during the war. They are our mothers, they are our sisters. They are us, we are them.

Watch Kadire Tahiraj's message on Youtube:
<http://www.youtube.com/watch?v=bYy3hrNMvDk>

NINA PELKONEN'S MESSAGE TO THE YOUTH REGARDING THE PERCEPTION OF GENDER BASED VIOLENCE IN KOSOVO

In one of our cases there was a woman who wanted access to justice and she had the support of her husband and she had some adult children age of 20, 18 or something like that. And when she turned to me she said, look I am not going to do this because my children don't want me to do it. I understand the challenges but if the new generation here, the young adults do not support in general women which I call survivors, because surviving 15 years after the war, carrying this kind of burden, they have all the rights for support and if the young generation is not going to do it, who is going to do it.

Watch Nina Pelkonen's message on Youtube:
<http://www.youtube.com/watch?v=mWkVL9OV2zY>

COMBINING **ART** AND **BEEKEEPING BUSINESS**

Elvanë Qorri decided to make changes in her life as a school teacher in the art school “Prenk Jakova” in the city of Gjakova. For the past couple of months she has been preparing to start a beekeeping business. Economic empowerment of women from all the communities in Kosovo can be used to prevent gender based violence, especially by making women less dependent on their families and husbands.

Elvanë Qorri wants to have her own business; she has bought 6 beehives and awaits the spring to come so she can start making honey. Qorri wants to produce high quality food based on honey and she has been working on her business concept for a few months now.

“I can say that through music, I have been introduced to art in general, I am educated to recognize what is beautiful and the bee is a beautiful insect,” says Qorri adding that she considers honey as one of the nutritious foods. At the moment Qorri, a 34 year-old young woman works as a music teacher.

A very useful training provided by NRAEWOK and ECMI

Qorri says that she has nurtured the idea to start a business for a long time now, but decisive in this direction was her participation at a training organized by the Network of Roma, Ashkali and Egyptian Women’s Organizations in Kosovo (**NRAEWOK**) in cooperation with the European Centre for Minority Issues (**ECMI Kosovo**). The training has been organized as part of a project funded by the joint UN Women, UNDP and EU project on women, peace and security issues.

“The project of NRAEWOK and ECMI Kosovo educated me on how to develop a business and during the training I understood how able I am to do business, to evaluate myself. In this training I learned about the first steps in business,” says Qorri. Another relevant reason why she entered the beekeeping business is that she wants to produce healthy food, since according to her in Kosovo there are not as many healthy and quality foods.

Currently, she has the help of a few experienced and trained beekeepers. “Since I am just starting my business I have contacts with a few professors that are graduated beekeepers and I have their support as professional beekeepers,” she adds.

Gender based violence is eliminated through economic empowerment and education

“I would suggest to women to think of starting and having a business of their own so they don’t remain



financially dependent on their families, their husbands, and if we stick to this then gender based violence gets eliminated,” says Qorri. She stresses that Kosovo’s economy needs the contribution of women from all the groups in Kosovo including, the Roma, Ashkali and Egyptian communities, of which she is a member.

Qorri says that men need to see and understand what the other gender has to offer, and this according to her is a sort of education through which gender based violence is fought. “Personally I don’t have any problems because I have support from my family and friends, but very often, I can see it in people’s faces that they think that for a women it is very hard to develop a business, especially beekeeping,” adds Qorri. She considers herself lucky because being supported by friends and family means she is not alone in her business endeavor. “It would be hard if I would be alone in this business,” she says while emphasizing that she plans to expand her business of beekeeping.

Assisting women from marginalized communities

Health issues, family obligations and lack of identification documents have been identified as the main reasons preventing the unemployed women among the Roma, Ashkali and Egyptian communities to access the job market in Kosovo, as reported in the document “*Promoting the Economic Empowerment of Roma, Ashkali and Egyptian Women in Kosovo*” drafted by NRAEWOK and ECMI Kosovo.

“More specifically, while there is no official published statistics specifically regarding Roma, Ashkali and Egyptian women in Kosovo, according to the survey conducted by the Kosovo Foundation for Open Society (KFOS-SOROS) in 2009, fewer than 6% of the interviewees reported having paid employment

and only 0.8% being self-employed," states the above mentioned report.

Among the recommendations offered by this report are the adoption of active measures, primarily focusing on the sphere of education and professional training, as well as on the provision of financial and material support for initiating small business activities; extensive efforts in the area of information and

awareness-raising among the citizens regarding existent employment opportunities and available services at the municipal level; implementation of affirmative measures, tailored recruitment mechanisms and additional instruments permitting a decisive fight against all forms of discrimination on the basis of ethnicity or gender-based considerations in employment-related areas.

ELVANË QORRI'S MESSAGE TO THE YOUTH REGARDING THE PERCEPTION OF GENDER BASED VIOLENCE IN KOSOVO

I advise the Kosovo youth to support women in business, to stimulate them because they are successful, since women in business are successful, then why shouldn't the whole Kosovo society benefit. In this way one should think. You also should think to eliminate gender based violence in Kosovo and to support gender equality.

Watch Elvanë Qorri's message on Youtube:
<http://www.youtube.com/watch?v=29hGrXsWOB0>

If you are interested in starting your own business, *click here* for a list of potential donors.

ROMA, ASHKALI AND EGYPTIAN ACTIVISTS FIGHTING GENDER BASED VIOLENCE

Five coordinators of the Network of Roma, Ashkali and Egyptian Women Organizations in Kosovo (**NRAEWOK**) are currently working in five different municipalities across Kosovo with their communities to make them more aware about the dangers of gender based violence and domestic violence. They inform Roma, Ashkali and Egyptian women about their rights and institutions where they can file their complaints.

These young men and women are engaged by the Network of Roma, Ashkali and Egyptian Women Organizations in Kosovo (NRAEWOK) to work with their respective communities in breaking the gender stereotypes. All of them work as NRAEWOK coordinators for women's rights/gender equality in five different municipalities. Among the main concerns of the three men and two women is the fight against gender based violence, focusing on domestic violence among the women of Roma, Ashkali and Egyptian communities. They explain their everyday work, including cases they work with and also mention the challenges they face when working on women's issues in these marginalized communities.

Early marriages and poverty trigger gender based violence

Jakup Kurti is the NRAEWOK's coordinator for gender equality in the city of Gjakova. "I have this spiritual feeling that inspires me in helping these women to eliminate gender based violence among them and to foresee that they all have equal rights," says Kurti, a 30 year-old young man from Gjakova.

Kurti says he feels bad whenever he is informed about domestic violence in specific families. "There is a mentality that is installed in the mind of the community and we are working to change this mentality," says Kurti while adding that the overall mentality in the Kosovo society about gender equality cannot be changed without active engagement of men. During his work in the field, Kurti admits that he encountered men that didn't like the idea of having a man listening to their family problems related to gender.

"We have mostly identified early age marriages, bad economic situation among the families as the main reasons that cause gender based violence among families of the communities," he says.

Education is the key in fighting gender based violence

Faruk Zeneli, a 22 year-old student of economy at the University of Prizren works as NRAEWOK's advocate for gender issues in Peja. Zeneli says that in the beginning he didn't get positive feedback for his work



regarding gender based violence. "At the beginning, the society that I belong to did not react well to my activism advocating against discrimination and gender based violence since most of the gender based violence is done mainly by men," says this young activist. "Knowing the mentality of the people of Kosovo this has been a bit difficult but the emancipated youth, my friends, at the university have praised my work," adds Zeneli.

According to him, discrimination of girls and not sending them to school combined with the hard economic conditions are the main sources of violence against women in these communities.

Awareness campaigns for gender equality

"We have organized 2 campaigns with members from the Roma, Ashkali, Egyptian communities where we have discussed with them about reporting gender based violence when they see it. We showed them where and how they can report gender based violence," says Ardian Maksuti, NRAEWOK's coordinator in the municipality of Prizren. Maksuti says that during his work he encountered many problems in the families of these communities. "During the campaign, when people would see 2 young men and 3 girls engaging in assisting women they would thank us and this made us feel good," adds Maksuti. However, he also encountered other awkward moments when he faced angry men who didn't like the idea that another man is explaining to their wives how they can report their husbands if they hit them.

Maksuti says that through various campaigns occurrence of gender based violence can only be lowered but unfortunately not eradicated.

More education and presence of women in the municipal level

Mirlinda Berisha, a young woman from Rahovec, is the NRAEWOK coordinator for women's rights in her municipality. Most of her working day Berisha spends by meeting people in the institutions and connecting them with women that don't know where and how to report gender based violence. "The community has welcomed me," says Berisha while adding that a big problem among the Roma, Ashkali, Egyptian young women are early marriages, which in turn cause other problems, including violence. "There are women that didn't know where to report gender based violence," she adds while emphasizing that women also need to be more present in local municipal institutions in order to implement more gender sensitive policies and to increase women's trust in them.

Mirsada Tahiri works as NRAEWOK's advocate for gender issues in the region of Podujevo. "I deal with activities that have to do with gender based issues and I do this for the good of the community," explains Tahiri. Similarly as her colleagues from other regions, she also sees education of young women and less

early age marriages as the most important tool in lowering gender based violence among the Roma, Ashkali and Egyptian communities.

Recommendations

There still remain a lot of things to be done to overcome gender based violence among all communities in Kosovo. One way of achieving this is by empowering women, including women from the Roma, Ashkali and Egyptian communities. A NRAEWOK *report* from 2012 lists several recommendations on how this could be done, including organizing information campaigns, also among municipal institutions and civil society actors; addressing the issue of Roma, Ashkali and Egyptian women as a separate sector in strategic documents and action plans for the integration of Roma, Ashkali and Egyptian communities; continuing intensive investments in education for women and girls of Roma, Ashkali and Egyptian communities and ensuring equal gender opportunities in education. All these would have a great impact on determining the level of security and socio-economic development of Roma, Ashkali and Egyptian women.

JAKUP KURTI'S MESSAGE TO THE YOUTH REGARDING THE PERCEPTION OF GENDER BASED VIOLENCE IN KOSOVO

Dhuna gjinore nuk është e mirë andaj të gjithë të rinjtë e Kosovës duhet që ti largohen kësaj dhune për shkak se kjo na sjellë vetëm dëm. Duhet që të vazhdojmë dhe të krijojmë një jetë më të mirë duke u trajtuar të gjithë të barabartë dhe duke mos i bërë të padrejtë asnjërit.

FARUK ZENELI'S MESSAGE TO THE YOUTH REGARDING THE PERCEPTION OF GENDER BASED VIOLENCE IN KOSOVO

Rininë kosovare e këshilloj që të mos bëj dallime në baza gjinore. Që të mos dalloj a është femër apo mashkull sepse si në familje ashtu në shoqëri jemi të gjithë të barabartë dhe vetëm në këtë mënyrë mund të ecim përpara dhe të integrohemi dhe ti njohim vlerat e njëri tjetrit si krijesa të barabarta para Zotit.

ARDIAN MAKSUTI'S MESSAGE TO THE YOUTH REGARDING THE PERCEPTION OF GENDER BASED VIOLENCE IN KOSOVO

Mesazhi im për të gjithë shoqërinë kosovare është që ata ta denoncojnë dhunën, të mos përdorin dhunë, si dhe ta pranojnë njeri tjetrin pa dallim feje, gjinie dhe race.

MIRLINDA BERISHA'S MESSAGE TO THE YOUTH REGARDING THE PERCEPTION OF GENDER BASED VIOLENCE IN KOSOVO

Kam një mesazh për të rinjtë kosovarë që dhuna familjare ndikon negativisht në shoqërinë tonë dhe kisha pasë shumë dëshirë që të gjithë të rinjtë të shikojnë, të mundohen të bëjnë përpjekje sa më të shumta të ndalojnë dhunën në familje. Të mendojnë për një të ardhme të shëndrritshme. Edhe mendoj se çdo problem në këtë jetë ka zgjedhje. Prandaj unë kisha thënë ose kisha sugjeruar që rinia jonë të punoj sa më shumë për barazi gjinore.

MIRSADATAHIRI'S MESSAGE TO THE YOUTH REGARDING THE PERCEPTION OF GENDER BASED VIOLENCE IN KOSOVO

My message for the young people of Kosovo is that they should attend school, and continue their education because without education nothing can be achieved. I appeal to all parents not to deviate their children, to let them go to school, especially girls, who marry at a very young minor age, to continue to be educated and not to remain behind. Also, another message is to remember that violence should not happen in the family, and if it has happened, if you don't report violence then it can happen again, it can be violent again.

Watch Jakup Kurti, Faruk Zeneli, Ardian Maksuti dhe Mirlinda Berishës messages on Youtube:
http://www.youtube.com/watch?v=kc_7710_9CE

MEN NEED TO ENGAGE IN THE BATTLE AGAINST GENDER BASED VIOLENCE

Behar Selimi, currently a member of the Kosovo Assembly and former general director of the Kosovo Police, says that the ones that should contribute to gender equality in the Kosovo society are men. During his work with the KP, Selimi dedicated a great portion of his work to the equality among genders in all the structures of the Kosovo Police.

Working with just one part of the society is not enough to make significant changes in important sectors of the Kosovo society such as in security, economic development, and social welfare. And this is the main concern of Behar Selimi. He stresses that he believes in equality not just as a human right but also as equality in terms of gender and equal representation of men and women in strategic sectors such as security and the Kosovo police. He says that he is mainly interested in being engaged in public issues that would help the people of Kosovo.

Equality for all

"I understand equality as an opportunity that everyone has the right to go to school and get a job," says Selimi, adding that men and women are equal in his eyes. "The awareness of men is very important for the equality among genders," says the member of the Kosovo Assembly, while adding that he would like to see women that have high positions also in the Assembly of Kosovo and in other important institutions and public offices. "Women have been treated continuously with discrimination and violence coming mainly from men to women," says Selimi while emphasizing that the prejudices exist only in the eyes of Kosovo men. Selimi explains that more men – public figures– need to be part of organizations that work in the field of gender issues.

"For a long period of time, I was an activist for gender equality and I was even been a board member of the Kosova Women's Network for one mandate," says Selimi who has 11 years of experience in the Kosovo Police (KP) as deputy commissioner for administration, head of the border police, and General Director of the KP.

Selimi recalls that he always included women in the teams he worked with. "I was very careful to have also advices from female colleagues because their advices are more analytical and are not driven by impulse," says Selimi adding that in two occasions his deputies were high ranking women officers of the Kosovo Police.



More women in the decision making of the Kosovo Police

Selimi is among the few men that has direct merits for the presence of women in the Kosovo Police, not just women in the administration section but also women police officers that are patrolling the streets of Kosovo's cities. "At first, I fanatically wanted to have a quota of around 15 per cent of women in uniforms, not just in the police, but in uniforms. Because, if you consider those that work in administrative, civil services, the number comes up to around 30 per cent of women," adds Selimi.

Selimi said that he asked for different mechanisms, procedures that would keep safe the current percentage of women in the Kosovo Police. "I have institutionalized gender issues in the Kosovo Police through the help of other organizations such as UNIFEM (currently UN Women). I remember Flora Macula (from UN Women) came and assisted us with donations to do this institutionalization," recalls Selimi while adding that currently the Kosovo Police has gender equality officers that deal solely with this issue.

"At the regional level there are also the regional councils, including also 2 officers in the level of police stations who are engaged in matters of gender issues," explains Selimi, adding that he worked hard to make these happen. Selimi also says that he invested a lot of efforts to contribute to the establishment of the *Association of Women in the Kosovo Police*. "The association is very important because it specifically tackles the issue of gender equality," he says while adding that through this association the essential influence of women in the Kosovo Police is maintained.

Selimi says that violence is not only physical, but also psychological. "I think that in our society psychological violence dominates more, women are confronted with many insults, psychological violence both at work and at home, until this explodes into physical violence," explains Selimi who is confident that the

situation currently is much better than in the past, although there is still a lot to be done. Gender equality according to Selimi would be beneficial for men and it would bring more equality, economic development and welfare in their homes.

**BEHAR SELIMI'S MESSAGE TO THE YOUTH REGARDING THE PERCEPTION OF GENDER BASED VIOLENCE
IN KOSOVO**

Dear young men and young women of Kosovo please believe in equality. Equality is development, equality is security, equality is progress. Try to change a lot more from us, in order to treat as equal the other gender whether you are a woman or a man. Therefore I invite you to change too.

Watch Behar Selimi's message on Youtube:
<http://www.youtube.com/watch?v=29hGrXsWOB0>

REHABILITATING AND REINTEGRATION FOR THE VICTIMS OF HUMAN TRAFFICKING

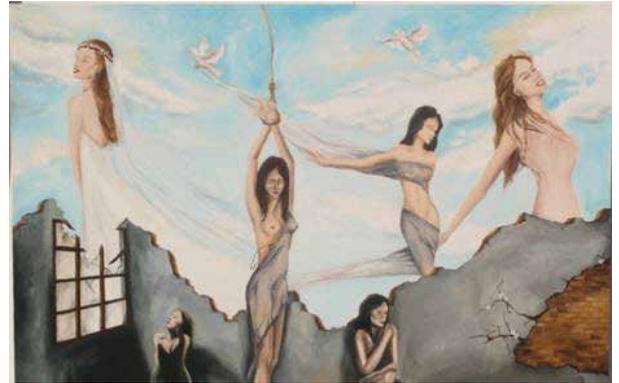
When discussing factors that make people vulnerable to human trafficking, Keti Dedolli stressed out poverty and bad economic situation. For 13 years now, the **Centre for Protection of Victims and Protection of Trafficking in Human Beings (PVPT Centre)** has rehabilitated around 600 victims of human trafficking.

Gender discrimination combined with poverty and lack of adequate jobs is the main reasons why young girls and women become preys of human trafficking in Kosovo. PVPT Centre's work focused mainly in assisting foreign women that were trafficked to Kosovo. The situation, says Dedolli, changed during the years 2005–2006, when Kosovo that until then was only a country of destination became a place of origin of human trafficking, and at this point the centre started to work also with Kosovo women. "We started helping girls and women that have been trafficked from Moldova, Russia, Ukraine, Bulgaria, Serbia and other countries," says Dedolli emphasizing that the centre never treated differently women just because they were from foreign countries.

"From the beginning my motivation was to help girls and women in need that right after the war were trafficked, and that their destination was Kosovo," explains Dedolli saying that the PVPT Centre is an NGO that focuses on the rehabilitation and reintegration of trafficked women. Dedolli says that she cares for human rights and that she is very dedicated to help victims of trafficking and potential victims.

Factors that cause human trafficking

When discussing factors that make people vulnerable to human trafficking, Dedolli stressed poverty and bad economic situation. "But not all of them (victims of human trafficking) come from poor families since some of them need to help their families, or to buy clothes for themselves, or something that is related to their basic needs," says Dedolli adding that also gender discrimination within the victims' families influences young women to become prey of human trafficking. "Girls are not equal to boys in their families, they can't go out when they want, they can't get the education they need, this makes them angry and influences them to search for jobs without the knowledge of their families," explains Dedolli while saying that an unknown but great job offer lures them among suspicious groups of people. "Unfortunately human traffickers can camouflage quite well and make great offers so these young girls and women easily get tricked and become preys of human trafficking," emphasizes Dedolli.



Painting by Besa Sopjani

Working with victims of human trafficking

The Centre advises trafficked women about the process of their rehabilitation and reintegration. "We have advised more than 600 women and we have rehabilitated and reintegrated them," says Dedolli. She explains that these women underwent great psychological terror: "They are abused and blackmailed, so they lose their identity."

A lot of time in working with them is needed so they can trust other people, says Dedolli.

Services offered by the centre

PVPT centre offers medical, legal and psychological services to women that have been victims of human trafficking. "When they are psychocologically ready and in case they need to continue their education, we focus on that," says Dedolli adding that the centre in cooperation with the victims designs their personal reintegration plan. In 2008, the PVPT center opened the centre for rehabilitation where 128 victims of human trafficking have been assisted, while in the program of reintegration 48 beneficiaries have been advised. The greatest challenge of the PVPT Center is its funding. "We need around 10,000 euros per month for rehabilitaiton and for one part of reintegration," says Dedolli and adds that the Ministry of Labour and Social Welfare of the Kosovo Government contributes to the centre with 25 per cent of the costs for the rehabilitaiton and reintegration part. This year, the PVPT Centre has had around 38 beneficiaries. PVPT Centre's concern is finding new donors for the upcoming years since the current ones are lowering their contributions.

KETI DEDOLLI'S MESSAGE TO THE YOUTH REGARDING THE PERCEPTION OF GENDER BASED VIOLENCE IN KOSOVO

Human trafficking is the most drastic violation of the human rights. The most severe violence that may be done to a person, to a human being. I believe that we must continue to work on raising awareness, make our youth more aware that human trafficking is present in Kosovo, that it is taking place in Kosovo. Unfortunately, the age ranges from young girls that are 13-14 years to women over 50 years old that are victims of trafficking. We assisted a 57 year-old beneficiary who has been a victim of trafficking. Young girls should not trust unknown people, nor accept tempting offers, but verify before accepting something. They need to do research, who is this person and why is he offering this job, why it is offering this salary, or think if they should or should not accept it, this is very important. Schools also need to work more in this direction with our children, even though it is in the curriculum, but still it is needed for children and the schools to realize how dangerous and much is present human trafficking.

Forced labour

Trafficking in human beings is not limited only to trafficking for sexual exploitation but includes also forced labor and presents a modern form of slavery, which constitutes a serious crime and gross violation of human rights. Moreover, children from Kosovo and neighbouring countries are subjected to forced begging.

During the Anti-trafficking Month (18 September to 18 October 2013) under the slogan "*Open your Eyes. Be aware*", the Kosovo Anti-trafficking Co-ordinator, supported by a number of international and local organizations as well as the Kosovo institutions, implemented a public awareness campaign to draw attention to the dangers and warning signs of trafficking in human beings. The month's special focus was on the prevention of exploitation of Kosovo children and young people.

PREVENTING GENDER BASED VIOLENCE THROUGH EDUCATION

According to Gjylshahe Fetahu gender based violence among the Roma, Ashkali and Egyptian communities can be solved through consistent education of young people, especially girls that are not treated equally as boys. Young girls from these communities drop out of school and enter early marriages.

Continuous education of young girls and boys is the key in achieving positive results against gender based violence that happens in Kosovo. The situation is more specific among marginalized communities such as the Roma, Ashkali and Egyptians that due to poverty and bad economic situation are more vulnerable and tend to drop out from schools. More education for the younger generations can improve their wellbeing and also make them be less tolerant towards gender based violence.

Gjylshahe Fetahu, a 40 year-old woman from Mitrovica narrates her fight in breaking the gender based stereotypes that these communities have had about girls being sent to school. Fetahu is a proud mother of 4 children that are regular pupils in the public schools of Mitrovica.

"Gender based violence can be eliminated in all its forms in general if the communities, including here also parents are educated in schools," says Fetahu who at the age of 40 returned to school after 23 years. "The distance between the house I used to live and school was the reason why I left school," recalls Fetahu while explaining that the nearest school from her village was 17 kilometers away.

"Today the youth is being educated and education will prevent negative occurrences that are happening in Kosovo, in our society against young girls, wives, sisters, so these occurrences can be lowered, to have less prejudices about race, society, ethnicity," says Fetahu who just finished the first year of the professional economic high school – department of banks and finances. According to her, gender based violence can be solved through consistent education of young people, especially girls who are not treated as equal to boys.

Educating children from an early age

Fetahu is dedicated to attract as many children as possible to the kindergarten she manages through her NGO "Ashkali Woman for Ashkali Women" (GAGA), established in 2006. Through her NGO she tries to raise awareness about the importance of education as a tool in fighting gender based violence and stereotypes among the Ashkali community. "The community drop outs from school are alarming and I think that children need to be educated from an early



age," says Fetahu who has convinced many parents to bring their children to the kindergarten, which is offered for free for the community. Children drop out of school, says Fetahu, because their parents aren't educated themselves. The reasons for not sending their children regularly to school aren't anymore the issue of discrimination, or long distance, or lack of transport. The reason, according to Fetahu, is that parents can't help children with their homework. "Seeing that they are unprepared in front of the teacher, children say that today I will not go to school and like this they quit school," says Fetahu. Roma, Ashkali and Egyptian communities, according to her, will not remain marginalized if they choose to continue schooling.

Fetahu says that at the kindergarten "Kopshti për fëmijë", that started functioning during May 2012, are two groups of Ashkali children: ages 3-4 and 5-6. At the kindergarten, children are prepared for school, and there are also organized parents clubs – about the importance of education for the children of the Roma, Ashkali and Egyptian communities. Currently 28 children are registered at the kindergarten.

Dropping out of school

Children from these communities drop out of school for various reasons, while young girls abandon schooling at the age of 12-13 because of early marriages, explains Fetahu. "A young girl, when she decides to stay home she doesn't reflect any more on education, on having a job, she thinks only about marriage but she doesn't know that marriage is a big obligation," adds this woman activist from Mitrovica. Fetahu recalls that the main problems she had with her community were the parents that didn't bring their children at the kindergarten. "When I would ask them why they don't bring their children, they would

say that their children don't want to go or they would make other lame excuses," says Fetahu and adds that currently she hired a woman educator who works with children but has also qualification as a psychologist, and she has regular meetings with parents. "She motivates parents so their children would have success," emphasizes Fetahu.

At a September roundtable organized in *Mitrovica by the Mitrovica Women Association for Human Rights (MWAHR)* in cooperation with *Kvinna till Kvinna*, Fetahu mentioned that additional challenges of these communities are: lack of awareness among parents of the importance of education; absence of will and interest of parents to participate in activities

of awareness raising, and to see the benefits from sending their children to school; early marriages among the Ashkali community; poverty among the community; presence of child exploitation, since due to the social and economic situation and the fact that there are a lot of children dropping out of school, many children are exposed to exploitation. These challenges, according to Fetahu, as well as prevalence of domestic violence, can all be fought and prevented through education.

GJYLSHAHE FETAHU'S MESSAGE TO THE YOUTH REGARDING THE PERCEPTION OF GENDER BASED VIOLENCE IN KOSOVO

My message is dedicated for parents to educate their children since early childhood because education helps children not to have prejudices and not to use violence based on gender, ethnicity, race, etc. Also, for the youth, I have a message not to use violence, because violence does not lead to somewhere good but creates problems in life.

Watch Gjylshahe Fetahu's message on Youtube:
http://www.youtube.com/watch?v=7H9pg72_ChI

GENDER BASED VIOLENCE IS DEHUMANIZING

Religious communities in Kosovo agree that women are equal to men. Representatives from the Catholic Church in Kosovo (IK) and the Islamic Community of Kosovo (BIK) say that gender based violence against women is not acceptable under any of their prophet's teachings.

Catholic and Muslim leaders in Kosovo agree that God has created all women and men as equal, and speaking from this point of view, they are adamant that all violence, particularly gender based violence needs to be fought and stopped within the Kosovo society by the designated state institutions. Religion according to them can offer moral support and spiritual guidance while the state institutions should fight gender based violence against women with all possible means including education and awareness campaigns. Both the Islamic Community of Kosovo and the Catholic Church of Kosovo, agree that gender based violence is being lowered as a phenomenon in the Kosovo society through the work of the institutions, however, they say that a lot still needs to be done to change the mentality that tolerates gender based violence against women.

Religion condemns gender based violence

"The phenomenon of domestic violence is something that is not tolerated and continuous efforts need to be made to eradicate it from our society, and this is something that BIK always has in mind," Grand Mufti Naim Tërnava explains the approach that Islam has on the topic of gender based violence.

"Society in general shouldn't be tolerant towards these cases and should report them to the competent state institutions," says the Grand Mufti of Kosovo while adding that in Islam, a woman is very valuable and irreplaceable in her role in the society. Gender based violence in the Kosovo society, according to Grand Mufti Tërnava, happens because of various social, economic and educational reasons. Grand Mufti Tërnava emphasizes that among the most important issues that need to be solved in Kosovo is stopping the human trafficking of women that is a tool of abusing women. "Having in mind the former patriarchal structure in the families of our society, the rapid changes within the family are as a consequence causing domestic violence that comes from both genders," says Grand Mufti Tërnava and adds that "we all should refuse and fight gender based violence so these cases would remain only a few that can be solved easily".



The Islamic Community of Kosovo (BIK) considers as very valuable the contribution that comes from the society itself that is endangered with the encroachment of family. A man and a woman in Islam represent the sacred alliance that is very valuable and that needs to be kept safe. The problem, according to the Grand Mufti of Kosovo is that "if we all do not react on time then this social entity will unravel and disintegrate and it will be harder to be repaired."

"From the Islamic point of view family is the primary circle and the most loving one for a person, for the family one needs to have extraordinary care," says Grand Mufti Tërnava while sending the message that the fight against gender based violence is a battle that needs to be fought by the state institutions.

Women and men are equal in front of God

"Violence in general is something that dehumanizes the human being, and the same goes for gender based violence that is a very concerning phenomenon for our society," says father Jeton Thaqi, vice chancellor at the Kosovo Bishop's office in Pristina. Father Thaqi sees gender violence as a negative phenomenon that should be fought by the whole society through the existing institutions.

"My message is that God has created us as equals and as such we need to understand and accept ourselves independent of our gender, race, ethnicity or religion," says father Thaqi, who considers that no one has the right to breach another's integrity and dignity because of his/her gender.

The fight against gender based violence needs to be eliminated through the contribution of the institutions that deal with human development, and especially ones that work with the younger generations. "Without the slightest doubt, women and men are entirely equal even though their role in society and in other environments changes," he says while considering

gender based violence as something that doesn't belong to the human nature, since according to him women and men are designed to live in love towards God and in love towards one another.

Father Thaqi explains that against gender based violence there is a need to create coordination between institutions, families, schools, churches, mosques and particularly by the media.

"Psychological violence but also physical violence, both of them are unjust and violate the dignity of the human person," says father Thaqi adding that sources of gender based violence are the mentality, low education and lack of awareness for the genuine human values. According to him, a lot has been done to improve the situation so people are more aware about gender based violence. "We have a large number of girls that study, that are being professionally prepared," he says adding that a lot has been done in the urban areas but still more efforts need to be undertaken to tackle this issue in the rural parts of Kosovo to make gender based violence less tolerant among the youth in these parts of the country.

GRAND MUFTI OF KOSOVO, NAIM TËRNAVA'S MESSAGE TO THE YOUTH REGARDING THE PERCEPTION OF GENDER BASED VIOLENCE IN KOSOVO

Prophet Muhammad says in his pure messages that the best person in a family is the one who behaves best with his family, while the weakest in the family is one who behaves badly with his wife. And when we analyze the sayings of prophet Muhammad, we can conclude that half of the world is inhabited by women while the other half or the rest of people were born by women. And this saying of prophet Muhammad and this conclusion also adds more to the real value that God gave to the female or to the woman, that throughout the world is considered as the backbone of every family.

Watch Grand Mufti of Kosovo, Naim Tërnavá's message on Youtube:
<http://www.youtube.com/watch?v=5uCe9LfwGxs>

FATHER JETON THAQI'S MESSAGE TO THE YOUTH REGARDING THE PERCEPTION OF GENDER BASED VIOLENCE IN KOSOVO

A human being is created from love and it is also created to love. Therefore, gender violence goes against human nature itself. And it even loses the purpose of human life, and also loses the call for ones' achievement in life. Therefore, I would invite all the young people to consider as equal the other person and try to build the future of our society only through respect and love.

Watch Father Jeton Thaqi's message on Youtube:
<http://www.youtube.com/watch?v=-PRMnjpAEjs>

THE FIRST WOMAN MAYOR IN KOSOVO

After four years in politics of which two and a half years in the position of the Deputy Prime Minister and Minister of Trade and Industry Mimoza Kusari-Lila has reached a level unprecedented for any other woman in the recent political history of Kosovo. Kusari-Lila during the second round of local elections of 2013 has been elected as the first woman mayor of Gjakova and Kosova. She broke all existing gender based stereotypes about women in Kosovo politics. Kusari-Lila says that gender based violence can be fought through better education of younger generations.

Mimoza Kusari-Lila entered the Kosovo public sphere during 2002 as the first spokesperson in the first Kosovo government after 1999. Just over a decade later, after 4 years in politics, she again has broken all gender taboos in Kosovo with her election as the first ever woman mayor in Gjakova and in the whole Kosovo. Her electoral win came in the second round of local elections when she defeated her opponent with a difference of 2293 votes.

"I feel much more relaxed now after a not so easy process with different challenges on the way, and now I have this feeling of achieving success that comes together with responsibility of performance," says Kusari-Lila who hopes that her election as mayor of Gjakova will inspire other women to compete for the position of mayor also in other municipalities around Kosovo. Kusari-Lila considers that her election was seen as success for a woman only because in the past there were no women mayors in Kosovo. This reason by Kusari-Lila is seen as an artificial barrier that now belongs to the past and that there is no such taboo in the Kosovo society.

"Local elections in general are a good step for women entrepreneurs that want to run for mayor's office because municipal governance is like managing a business that requires concrete actions," explains Kusari Lila hoping that more women will enter public and political life through local elections.

Prior to her election as mayor of Gjakova, Kusari-Lila was for two years and a half Deputy Prime Minister of Kosovo and Minister of Trade and Industry. "I have always refused to be somewhere just because of the sake of being present or because of my gender," she adds.

Social pressure

Kusari-Lila, a 38 year-old woman says that she does not allow anyone to pressure her and she considers herself stubborn, a quality that has brought her to the position she currently has – mayor elect of Gjakova municipality. "I have listened to others but I never let them influence me and maybe being stubborn



made others weak in their attempts to try to change my mind," she says while adding that she could have always chosen a suitable job that is less visible and not threaten someone's interests but instead she chose a road full of challenges. "In the first working meeting during the first contact, the role of a man or of a woman might have some influence, but afterwards the attributes are those that characterize each person in report to others," emphasizes Kusari-Lila.

Challenges women face in politics

Each woman faces challenges when entering politics, Kusari-Lila acknowledges and stresses that women need to be ready to face provocation by men on gender sensitive issues. Women according to her are not a second hand category but also first category leaders.

"An advantage for women is that they are used with a lot of obligations and other work and this makes them more prepared than men, because women from childhood take care of a few things at the same time and this creates advantages for them not just in politics but also in other fields such as business, etc.," says Kusari-Lila. As a challenge for women in politics, she mentions the anticipation of the society that not much needs to be expected from women in politics. "If she (a woman) has (a certain public) position, she needs to get used to that position and be satisfied with what is being offered (to her)", adds Kusari-Lila. She considers quotas for the presence of women in public life as a disadvantage, since it is bad to see that presence of women in politics is influenced by others rather than by society's needs.

Reasons why gender based violence occurs

Families that have economic problems tend to be threatened and struck by gender based violence against daughters, wives and mothers, says Kusari-Lila. Kusari-Lila considers that men who cannot provide for their families become more violent and this violence according to her is expressed against the weakest members of the family. "This happens also with young men that when they see the model used by their father, they use it too," says Kusari-Lila adding that gender based violence is also caused by the degradation of quality of education in Kosovo. The lack of a holistic approach in the Kosovo education system does not only affect qualitative teaching but it also degrades the overall social behavior, including here also gender based violence against women, adds Kusari-Lila.

"Gender stereotypes can be eliminated through education and comprehensive treatment through correctional institutions," explains Kusari-Lila. She considers that the Kosovo society needs to work more with children regarding gender based violence, and that special social programs need to be created to follow those people that commit gender based

violence against women. "Additional work needs to be done so they can be directly identified as persons that are violent towards women, that use gender based violence," she says while adding that each man who beats his wife, fiancé, girlfriend, a girl from school, should not be held at the police station only for detention. Moreover, "women need to accept their equal role rather than just accepting the role of somebody's subordinate," adds Kusari-Lila.

Kusari-Lila got her bachelor degree in economy in Kosovo while she earned a master's degree in business administration from Duquesne University in Pittsburgh, US. She entered politics in 2009 when she ran for the first time for the position of mayor of the Gjakova municipality as a candidate of the New Kosovo Alliance (Aleanca e Re e Kosovës - AKR). After the first unsuccessful candidacy for the mayor Gjakova her party entered the Government of Kosovo where she was appointed Deputy Prime Minister and Minister of Trade and Industry. Prior to this she was the Executive Director of the American Chamber of Commerce in Kosovo (Am Cham), the first Spokesperson of the first Kosovo government after 1999, and project manager at the foundation that set the American University in Kosovo (AUK).

MIMOZA KUSARI-LILA'S MESSAGE TO THE YOUTH REGARDING THE PERCEPTION OF GENDER BASED VIOLENCE IN KOSOVO

Dear youngsters, violence was never the solution. Violence doesn't make you look stronger; on the contrary, it expresses one's weakness that cannot solve the problem through dialogue. Choose dialogue and mutual respect to find solutions for all the problems that burden our youth. Only equal as genders and equal as a society can we move forward. Let's respect one another.

Watch Mimoza Kusari-Lila's message on Youtube:
<http://www.youtube.com/watch?v=LdkkLjZQz68>

IF YOU'RE **WORRIED** FOR **YOURSELF**

TO DETERMINE WHETHER YOUR RELATIONSHIP IS ABUSIVE, ANSWER THE QUESTIONS BELOW. THE MORE "YES" ANSWERS, THE MORE LIKELY IT IS THAT YOU ARE IN AN ABUSIVE RELATIONSHIP.

DO YOU:

- Feel afraid of your partner much of the time?
- Avoid certain topics out of fear of angering your partner?
- Feel that you can't do anything right for your partner?
- Believe that you deserve to be hurt or mistreated?
- Wonder if you're the one who is crazy?
- Feel emotionally numb or helpless?

DOES YOUR PARTNER:

- Humiliate or yell at you?
- Criticize you and put you down?
- Treat you so badly that you're embarrassed for your friends or family to see?
- Ignore or put down your opinions or accomplishments?
- Blame you for their own abusive behavior?
- See you as property or a sex object, rather than as a person?
- Have a bad and unpredictable temper?
- Hurt you, or threaten to hurt or kill you?
- Threaten to take your children away or harm them?
- Threaten to commit suicide if you leave?
- Force you to have sex?
- Destroy your belongings?
- Act excessively jealous and possessive?
- Control where you go or what you do?
- Keep you from seeing your friends or family?
- Limit your access to money, the phone, or the car?
- Constantly check up on you?

- WHAT TO DO AS A VICTIM

- WHAT TO DO AS A PERPETRATOR

If you are aware that you have an abnormal need of controlling your partner, or if you are violent in your relationship, seek professional help for your behavior and try to change it – violence is never justifiable, it is not a sign of love, and it is never deserved.

- HOW AND WHERE TO GET HELP:

Domestic violence and human trafficking is a criminal offense punishable by law. A victim of violence, as well as victim of human trafficking, may seek help through the unique SOS Telephone number: **0800 11112**. The call is free of charge and when you call do not have to say your name or provide personal information.

IF YOU ARE REPORTING VIOLENCE IN A POLICE STATION:

- You will talk to the officer responsible for domestic violence. You need to tell this officer everything that happened to you.
- If you are too afraid to go back home, ask the police to place you in one of the safe houses.

SHELTERS FOR VICTIMS OF DOMESTIC VIOLENCE (SAFE HOUSES):

- Requests to be placed in a safe house, with or without your children, may be made to the police officer and/or center for social work, or directly to the non-governmental organizations that have such safe houses.
- Once in the shelter, victims receive necessary medical, social, legal, psychological and other aid.

REPORT IT

VIOLENCE IS NEVER JUSTIFIABLE, IT IS NOT A SIGN OF LOVE AND YOU NEVER DESERVE IT! CONTACT THE POLICE, A SHELTER ORGANIZATION OR A FRIEND OR FAMILY MEMBER.



LIST OF SAFE HOUSES:

GJAKOVA: linjajuaj@hotmail.com **0390330098**

PEJA: pejawwc@yahoo.com **039421398**

PRIZREN: qsgf_pz@hotmail.com

PRISHTINA: cpwcpishtina@yahoo.com (për gratë dhe fëmijët)

MITROVICA: cpwcmirovica@yahoo.com (për gratë dhe fëmijët)

GJILAN: Liriagjilan10@hotmail.com 24 hour helpline **0280325700**

In Pristina there are also specific shelters for children (from 3-18 years of age) that operate by referral only. If you need to access their services, please contact the Kosovo Police.

LIST OF SAFE HOUSES FOR TRAFFICKING VICTIMS:

PVPT Center in Pristina provides a rehabilitation and long-term socio-economic reintegration program for victims of trafficking and presumed victims of trafficking.

Reference: Through special units for the investigation of human trafficking of the Kosovo Police or social work centers.

Contact: Pvpt_ngo@hotmail.com

LIST OF LEGAL AID DISTRICT BUREAUS

If you need legal aid, you can contact the legal aid bureau in your district. They can assist you with making the application, and they will determine if you are eligible for legal aid.

GJILAN: st. Mulla Idrizi no. 41 **0280 321-134**

MITROVICA: St. Vëllezërit Dragaj no.16 **0280 534 477**

PEJA: St. Bukureshës no. 8 **039 423-698**

PRISHTINA: St. Zenel Salihu no. 30 **038 200 18 314**

PRIZRENI: St. Arbëri no. 4 - Ortakoll **029 230-554**

IF YOU WANT TO JOIN THE **CAMPAIGN**

- **Speak Out:** Speak out against violence against women. Participate in dialogues and discussions, talk to your friends and family, as well as youngsters about respecting and treating women and men equally. Most importantly **LEAD BY EXAMPLE!!**
- **Join our Campaign:** Realizing the power of social networking, we are using Facebook, Twitter, this website, and our eBook to convey messages to make it clear that violence against women can no longer be tolerated.
- **Sign the SAY NO – UNITE campaign.** Add your name to the global call to make ending violence against women and girls a top priority worldwide: www.saynotoviolence.org/take-action
Each signature is an action that counts in ending violence against women and girls.
- **Be an ally** to people who are working to end all forms of gender based violence. Support the work of centers which aid victims of violence.
- **Attend programs, take courses, watch films, and read articles and books** about multicultural masculinities, gender inequality, and the root causes of violence. Educate yourself and others about how larger social forces affect the conflicts between the individual men and women
- **Mentor and teach young boys/girls** about how to live life in ways that avoid degrading or abusing others. Volunteer to work with violence prevention programs, including anti-sexism programs. Lead by example.

IF YOU'RE **WORRIED** FOR YOUR **FRIEND**

If you suspect that a friend is experiencing domestic violence **ASK** if there is anything you can do to help them

Let your friend know that they can **TALK** to you and you will be there to **LISTEN**. Remind them that it isn't their fault and that they deserve better.

CONNECT your friend with resources, such as SOS helpline or the details of shelters in the area.

You may not agree with the decision that your friend may make, but **RESPECT** their decision and believe in them.

If you have a friend who is being abusive, tell them that **IT IS NOT OKAY**, and that they must **STOP**. Don't look the other way, report any suspected abuse.



TWEETCHAT WITH SUCCESSFUL POLITICIANS

On December 13, 2013, as part of the 16 Days of Activism against Gender Based Violence campaign, a Tweetchat on the topic of “Women in Politics” was organized. Citizens had the opportunity to ask questions to Minister of European Integration **Vlora Çitaku**, mayor-elect of the Gjakova municipality **Mimoza Kusari-Lila**, Members of Parliament **Teuta Sahatqija** and **Albulena Haxhiu**, and **Adrijana Hodžić**.

#1

 **Ajete Kerqeli**
@AjeteKerqeli Follow

Cfare mund te beni JU me shume per te permiresuar imazhin e grave ne politike? #16daysKS @mimozakusari, @vloracitaku, @TeutaSahatqija

11:06 AM - 13 Dec 2013

2 RETWEETS

 **Mimoza Kusari**
@mimozakusari Follow

@AjeteKerqeli @vloracitaku @TeutaSahatqija imazhi i gruas duhet ngritur jo permiresuar. Nuk besoj se kemi imazh te keq, por ende te dobet

11:08 AM - 13 Dec 2013

2 RETWEETS 3 FAVORITES

 **Vlora Citaku**
@vloracitaku Follow

@AjeteKerqeli mendoj qe duhet punuar ne fuqizim te rolit, jo ne imazh. Imazhi i femrave eshte pozitiv #16daysKS @mimozakusari

11:13 AM - 13 Dec 2013

3 RETWEETS 3 FAVORITES

 **Adrijana Hodžić**
@AdrijanaHodzic Follow

@AjeteKerqeli @mimozakusari @vloracitaku @TeutaSahatqija #16daysKS te vazhdoj te punoj transparent dhe efikas, te deshmoj se ne VLEJMJ

11:24 AM - 13 Dec 2013

2 RETWEETS 1 FAVORITE

 **16 Days No Violence**
@16days_ks Follow

What's the biggest challenge for women in politics? @mimozakusari @vloracitaku, @TeutaSahatqija, @AdrijanaHodzic @AlbulenaHaxhiu? #16daysks

11:12 AM - 13 Dec 2013

1 RETWEET

 **Vlora Citaku**
@vloracitaku Follow

@16days_ks Stereotypes and lack of safety networks!

11:14 AM - 13 Dec 2013

3 RETWEETS

 **Adrijana Hodžić**
@AdrijanaHodzic Follow

@16days_ks @mimozakusari @vloracitaku @TeutaSahatqija @AlbulenaHaxhiu Men

11:18 AM - 13 Dec 2013

1 RETWEET 1 FAVORITE

 **Mimoza Kusari**
@mimozakusari Follow

@16days_ks @vloracitaku @TeutaSahatqija @AdrijanaHodzic @AlbulenaHaxhiu balancing life,work. Exceeding expectations to justify participation

11:15 AM - 13 Dec 2013

2 RETWEETS

 **Teuta Sahatqija**
@TeutaSahatqija Follow

Sfida e pare mendoj se eshte guximi per te hyre ne nje fushe qe zakonisht perceptohet si fushe e burrave e vazhdojne... @16days_ks #16daysks

11:39 AM - 13 Dec 2013

2 RETWEETS

#3

 **Hilde Sandvik**
@Hilde_Sandvik Follow

To all: as politicians, in which situations can being a woman be an advantage, and when can it be a disadvantage? #16daysKS

11:21 AM - 13 Dec 2013

2 RETWEETS

#2

 **Hilde Sandvik**
@Hilde_Sandvik [Follow](#)

@AdrijanaHodzie @16days_ks @mimozakusari
@vloracitaku @TeutaSahatqija @AlbulenaHaxhiu
Elaborate?

11:26 AM - 13 Dec 2013

1 RETWEET [←](#) [↻](#) [★](#)

 **Adrijana Hodžić**
@AdrijanaHodzie [Follow](#)

@Hilde_Sandvik #16daysKS In my experience, the very
fact of being a women is perceived as a disadvantaged.

11:28 AM - 13 Dec 2013

2 RETWEETS 1 FAVORITE [←](#) [↻](#) [★](#)

 **Hilde Sandvik**
@Hilde_Sandvik [Follow](#)

@AdrijanaHodzie In what ways do you experience this?
When? How can those attitudes can be overcome?
#16daysKS @vloracitaku @mimozakusari

11:34 AM - 13 Dec 2013

2 RETWEETS [←](#) [↻](#) [★](#)

 **Vlora Citaku**
@vloracitaku [Follow](#)

@Hilde_Sandvik Unfortunately it is a disadvantage! You
have to work as twice as hard in order to "prove" that
you can make it!

11:35 AM - 13 Dec 2013

1 RETWEET [←](#) [↻](#) [★](#)

 **Vlora Citaku**
@vloracitaku [Follow](#)

@Hilde_Sandvik But, it is also an opportunity, because
by working hard, you set an example and make it easier 4
younger generations #16daysKS

11:38 AM - 13 Dec 2013

2 RETWEETS [←](#) [↻](#) [★](#)

 **Vlora Citaku**
@vloracitaku [Follow](#)

@Hilde_Sandvik Of course it is changing! For me it is
easier than it was for my mother! And for my daughter is
going to be easier than for me!

11:47 AM - 13 Dec 2013

[←](#) [↻](#) [★](#)

 **Hilde Sandvik**
@Hilde_Sandvik [Follow](#)

@vloracitaku you must be working very hard then :) Do
you see mentalities within politics changing? is it
becoming any easier? #16daysKS

11:46 AM - 13 Dec 2013

2 RETWEETS [←](#) [↻](#) [★](#)

 **Mimoza Kusari**
@mimozakusari [Follow](#)

@Hilde_Sandvik the advantage is on multitasking, the
disadvantage is on the wrong perception that women are
weaker #16daysKS

11:38 AM - 13 Dec 2013

2 RETWEETS [←](#) [↻](#) [★](#)

 **Hilde Sandvik**
@Hilde_Sandvik [Follow](#)

@mimozakusari well I guess you've proved them wrong!
How do you deal with such perceptions? #16daysKS

11:43 AM - 13 Dec 2013

2 RETWEETS [←](#) [↻](#) [★](#)

 **Mimoza Kusari**
@mimozakusari [Follow](#)

@Hilde_Sandvik just move on, and as you say prove
them wrong #16daysKS

11:44 AM - 13 Dec 2013

2 RETWEETS [←](#) [↻](#) [★](#)

 **Teuta Sahatqija**
@TeutaSahatqija [Follow](#)

I think that in many cases being women in politics is
disadvantage, there are situations that it has advantages
@Hilde_Sandvik #16daysks

11:46 AM - 13 Dec 2013

3 RETWEETS [←](#) [↻](#) [★](#)

 **Teuta Sahatqija**
@TeutaSahatqija [Follow](#)

2/2 representing women's interests, being role model
young girls breaking stereotypes etc @Hilde_Sandvik
#16daysKS

11:48 AM - 13 Dec 2013

2 RETWEETS [←](#) [↻](#) [★](#)

 **Hilde Sandvik**
@Hilde_Sandvik [Follow](#)

@TeutaSahatqija When does it have advantages?
#16daysKS

11:50 AM - 13 Dec 2013

1 RETWEET [←](#) [↻](#) [★](#)

 **Teuta Sahatqija**
@TeutaSahatqija [Follow](#)

breaking stereotypes, being role model to young girls,
making politics a place for all not only for man :)
@Hilde_Sandvik #16daysKS

11:56 AM - 13 Dec 2013

3 RETWEETS [←](#) [↻](#) [★](#)

 **Kosovare Krasniqi**
@KKosovarja [Follow](#)

@TeutaSahatqija @Hilde_Sandvik don't you think there
is an disadvantage to be a women in general in our
society? How can this be changed?

12:08 PM - 13 Dec 2013

1 RETWEET [←](#) [↻](#) [★](#)

 **Teuta Sahatqija**
@TeutaSahatqija [Follow](#)

I am optimist and I believe that women with their work
and strong will, together with man, can change the
reality @KKosovarja #16daysKS

12:11 PM - 13 Dec 2013

3 RETWEETS 1 FAVORITE [←](#) [↻](#) [★](#)

Hilde Sandvik @Hilde_Sandvik [Follow](#)

@KKosovarja @TeutaSahatqija #16daysKS i guess it too often comes with an extra struggle yes. Positive role models (men&women!) are important

12:19 PM - 13 Dec 2013

1 RETWEET

Hilde Sandvik @Hilde_Sandvik [Follow](#)

@KKosovarja @TeutaSahatqija ...and in general continuously highlighting the issues as they come along. Politicians should take a big part!

12:22 PM - 13 Dec 2013

Sara Fusha @sarafusha [Follow](#)

@TeutaSahatqija pse mendoni qe pjesemarrja ne politike e gruas eshte disavantazh? #16daysKS

11:46 AM - 13 Dec 2013

1 RETWEET

Teuta Sahatqija @TeutaSahatqija [Follow](#)

Nuk thash se pjesmarrja eshte disavantazhe, por ka situata kur si politikane je ne disavantazhe ne krahasim me burrat @sarafusha #16daysks

11:52 AM - 13 Dec 2013

Teuta Sahatqija @TeutaSahatqija [Follow](#)

2/2 mentaliteti te percepton politiken si vend i burrave dhe se vendi yt eshte ne shtepi duke u kujdeser per familjen @sarafusha #16daysks

11:53 AM - 13 Dec 2013

1 FAVORITE

#4

Vlora Tuzi Nushi @Viloki [Follow](#)

akeni plane brenda partiveper fuqizimine lidereve te reja qe te mos mbeten te izoluara ne forume grash?#16daysKS @mimozakusari @vloracitaku

11:22 AM - 13 Dec 2013

2 RETWEETS

Vlora Citaku @vloracitaku [Follow](#)

@Viloki PDK ka vendosur kuotat e brendshme! Ne cdo strukture udheheqese duhet te kete se paku 30% gra.

11:26 AM - 13 Dec 2013

1 RETWEET

Mimoza Kusari @mimozakusari [Follow](#)

@Viloki @vloracitaku ne kemi 100% pjesemarrje te grave ne kuvend dhe perqindja ne nivelun lokal eshte ne rrithe #16daysKS

11:29 AM - 13 Dec 2013

1 RETWEET

Vlora Tuzi Nushi @Viloki [Follow](#)

Perveq kuotes,akenibugjetje ndare brendapartisperfuqizimine lidereve te reja ne parti #16daysKS @mimozakusari @vloracitaku @TeutaSahatqija

11:42 AM - 13 Dec 2013

2 RETWEETS 1 FAVORITE

Teuta Sahatqija @TeutaSahatqija [Follow](#)

Mendoj se ende ne asnje parti nuk ka buxhet te ndare per gra, ndonese ndonje prej aktiviteveve financohet @Viloki #16daysks

12:01 PM - 13 Dec 2013

1 RETWEET 1 FAVORITE

#5

UNDP Kosovo @UNDP_Kosovo [Follow](#)

RT @A_Erza @vloracitaku @mimozakusari What was your motivation to join politics? #16daysKS

11:30 AM - 13 Dec 2013

1 RETWEET

Mimoza Kusari @mimozakusari [Follow](#)

@UNDP_Kosovo @A_Erza @vloracitaku to help the community and contribute for the future #16daysKS

11:32 AM - 13 Dec 2013

2 RETWEETS 2 FAVORITES

Vlora Citaku @vloracitaku [Follow](#)

@A_Erza When I joined politics,that was not a choice,it was a way of survival! Itwas a mission to help my country and our society!#16daysKS

11:32 AM - 13 Dec 2013

2 RETWEETS 4 FAVORITES

#6

UNDP Kosovo @UNDP_Kosovo [Follow](#)

RT @A_Erza @vloracitaku @mimozakusari @AdrijanaHodzie @AlbulenaHaxhiu How do you handle public pressure and prejudice? #16daysKS

11:32 AM - 13 Dec 2013

1 RETWEET

Adrijana Hodžić @AdrijanaHodzie [Follow](#)

@UNDP_Kosovo @A_Erza @vloracitaku @mimozakusari @AlbulenaHaxhiu #16daysKS it is easy when you are honest..

11:39 AM - 13 Dec 2013

2 RETWEETS

Vlora Citaku @vloracitaku [Follow](#)

@A_Erza @16days_ks @mimozakusari You just learn to remain focused on the goal, do the best you can at work, and prove them all wrong!#16day

11:30 AM - 13 Dec 2013

3 RETWEETS 1 FAVORITE

Albulena Haxhiu @AlbulenaHaxhiu [Follow](#)

@UNDP_Kosovo @A_Erza @vloracitaku @mimozakusari @AdrijanaHodzic p.pressure is not same to prejudice.P.pressure I confront with transperence

11:43 AM - 13 Dec 2013

2 RETWEETS

Albulena Haxhiu @AlbulenaHaxhiu [Follow](#)

@UNDP_Kosovo @A_Erza @vloracitaku @mimozakusari @AdrijanaHodzic as to prejudice, I overcome that with my, with our (vv) work results

11:47 AM - 13 Dec 2013

1 RETWEET

Pranvera Lipovica @pronvera [Follow](#)

@TeutaSahatqija sa I reflekton nevojat/problemet e grave buxheti 2014 #16daysKS

11:54 AM - 13 Dec 2013

1 RETWEET

Teuta Sahatqija @TeutaSahatqija [Follow](#)

Buxheti eshte shume larte per te reflekтуar nevojat e grave. por ne ne GGD me partneret po punojme per ta permiresuar @pronvera #16daysKS

11:57 AM - 13 Dec 2013

1 RETWEET

Pranvera Lipovica @pronvera [Follow](#)

@TeutaSahatqija @vloracitaku @mimozakusari sa gra perfitojne ne paga nga buxheti 2014 #16daysKS

12:12 PM - 13 Dec 2013

3 RETWEETS 2 FAVORITES

Vlora Citaku @vloracitaku [Follow](#)

@pronvera Nje analize e tille nuk eshte bere!Eshte e qarte qe femra eshte e nenperfaqesuar ne sektorin publik!@TeutaSahatqija @mimozakusari

12:13 PM - 13 Dec 2013

1 RETWEET

Mimoza Kusari @mimozakusari [Follow](#)

@vloracitaku @pronvera shtese kesaj une nuk e shoh perfaqesimin e femres vetem ne punesim publik, por ne projekte konkrete per to #16daysKS

12:16 PM - 13 Dec 2013

3 RETWEETS 2 FAVORITES

Teuta Sahatqija @TeutaSahatqija [Follow](#)

Nuk e di numrin e sakte por kisha pase deshire qe ato qe perfitojne te jene ne pozita udheheqese qe sot jane shume pak @pronvera #16daysKS

12:17 PM - 13 Dec 2013

1 RETWEET

Teuta Sahatqija @TeutaSahatqija [Follow](#)

Kisha pase deshire qe te kete me shume gra qe perfitojne pagat duke qene ne bizneset private si punetore e pronare @pronvera #16daysKS

12:18 PM - 13 Dec 2013

3 RETWEETS

Pranvera Lipovica @pronvera [Follow](#)

@mimozakusari @vloracitaku @TeutaSahatqija @AdrijanaHodzic meqe buxheti2014 nuk I reflekton nevojat e grave te pakten te reflektoje indirekt

12:21 PM - 13 Dec 2013

1 RETWEET

Teuta Sahatqija @TeutaSahatqija [Follow](#)

Sakte. Por menjehere nga janari fillon pergatitja e buxhetit te ri per te cilin po pergatitemi @pronvera #16daysKS

12:28 PM - 13 Dec 2013

1 RETWEET

#8

rrezearta reka @rrezeartareka [Follow](#)

Pushimi i lehonise ne Kosove: fuqizim apo diskriminim per grate? #16daysKS

11:46 AM - 13 Dec 2013

2 RETWEETS

Adrijana Hodzic @AdrijanaHodzic [Follow](#)

@rrezeartareka eshte fuqizim nese vendimi eshte opcional dhe I takon vet gruas

11:48 AM - 13 Dec 2013

1 RETWEET

Vlora Citaku @vloracitaku [Follow](#)

@rrezeartareka e ketu kam dilema serioze! Medoj qe shkeuptja per nje kohe te gjate nga puna e demshme! Po une nuk jam nene! @mimozakusari

12:00 PM - 13 Dec 2013

1 RETWEET

Mimoza Kusari @mimozakusari [Follow](#)

@vloracitaku @rrezeartareka pushimi dhe shkeputja e gjate, de-motivim per angazhimin e gruas ne fuqine puntore #16daysKS

12:03 PM - 13 Dec 2013

3 RETWEETS 1 FAVORITE

Teuta Sahatqija @TeutaSahatqija [Follow](#)

Nese rregullohet si duhet me ligj = FUQIZIM, keshtu si eshte tani = DISKRIMINIM i grave nga tregu i punes @rrezeartareka

12:08 PM - 13 Dec 2013

1 RETWEET 1 FAVORITE

#9

Albulena Haxhiu @AlbulenaHaxhiu [Follow](#)

@rrezeartareka @mimozakusari @vloracitaku ligji eshte fuqizim mirepo ngecja në implementim në s.privat e bene qe ligji te duket diskriminues

12:13 PM - 13 Dec 2013

1 RETWEET

Aulonë Kadriu @aulonekadriu [Follow](#)

A i ftojne kuotat grate per pasivitet,rivalitet e shpesh ne rolin e "zbukurimit estetik"? @mimozakusari @vloracitaku @TeutaSahatqija

11:23 AM - 13 Dec 2013

Vlora Citaku @vloracitaku [Follow](#)

@aulonekadriu Zbukurim estetik do te donin te na trajtojne te tjeret! Besoj qe me pune femrat ne pozita e kane deshmuar te kunderten

11:26 AM - 13 Dec 2013

Mimoza Kusari @mimozakusari [Follow](#)

@aulonekadriu @vloracitaku @TeutaSahatqija kuotat e hapin deren, por nuk e garantojne aktivitetin,duhet te stimulohet nga femrat per femrat

11:28 AM - 13 Dec 2013

albankastrati @albankastrati [Follow](#)

@mimozakusari @vloracitaku A i demton meshkujt & demokracine, kuota favorizuese per femrat ne politike? #16daysKS

11:50 AM - 13 Dec 2013

1 FAVORITE

Vlora Citaku @vloracitaku [Follow](#)

@albankastrati Jo. ne operojme nje nje fushe ky femra eshte e diskriminuar. Kur te eliminohen shkaqet, eliminohet edhe kuota @mimozakusari

11:51 AM - 13 Dec 2013

1 RETWEET 2 FAVORITES

albankastrati @albankastrati [Follow](#)

@vloracitaku @mimozakusari Dmth, padrejtesia ndaj femrave po arsyetohet me nje rregull diskriminues ndaj meshkujve? #16daysKS

11:57 AM - 13 Dec 2013

1 RETWEET 1 FAVORITE

Vlora Citaku @vloracitaku [Follow](#)

@albankastrati Diskriminimi pozitiv ndaj grupeve te marginalizuara eshte forme e etabluar tashme ne demokracite oksidentale! @mimozakusari

11:59 AM - 13 Dec 2013

2 FAVORITES

#10

albankastrati @albankastrati [Follow](#)

Fimnd. Jo qe jam kunder ketij rregulli, vetem te qartesohemi e te hedhim drite mbi ceshtjen. Elaborimi shume i mire @vloracitaku #16daysKS

12:04 PM - 13 Dec 2013

2 RETWEETS

Lirak Mulliqj @Liraksays [Follow](#)

@vloracitaku @mimozakusari @TeutaSahatqija Cka do te beni ju per vetedijesimin e grave rurale lidhur me dhunen ne familje? #16daysKS

12:05 PM - 13 Dec 2013

2 RETWEETS

Vlora Citaku @vloracitaku [Follow](#)

@Liraksays dhuna ne familje eshte pasoje e inferioritetit financiar dhe mungeses se shkollimit! Ketu eshte problemi,fshat&qytet! #16daysKS

12:07 PM - 13 Dec 2013

2 RETWEETS

#11

Shpend Lila @Shpend_Lila [Follow](#)

@AdrijanaHodzic are you afraid working in the north? #16daysks

11:31 AM - 13 Dec 2013 from Kosovo, Kosovo

Adrijana Hodžić @AdrijanaHodzic [Follow](#)

@Shpend_Lila #16daysKS not at all!

11:35 AM - 13 Dec 2013

1 RETWEET 1 FAVORITE

#12

rrezearta reka @rrezeartareka [Follow](#)

Nese do te mund te zgjedhnit nje sferë te vetme publike per te fuqizuar grate, cila do te ishte ajo? #16daysKS

11:31 AM - 13 Dec 2013

Adrijana Hodžić @AdrijanaHodzic [Follow](#)

@16days_ks @rrezeartareka #16daysKS politics

11:41 AM - 13 Dec 2013

1 RETWEET

#13

Pranvera Lipovica @pranvera [Follow](#)

@mimozakusari cilat jane tri mesimet qe do te mundesonin zgjedhjen e me shume grave ne krye te komunave ne Kosove #16daysKS

11:36 AM - 13 Dec 2013

2 RETWEETS

#14

Mimoza Kusari @mimozakusari [Follow](#)

@16days_ks @pronvera besimi ne barazi, puna per komunitet dhe shikimi perpara, sikur vozitja e bicikletes :-)) #16daysKS

11:42 AM - 13 Dec 2013

2 RETWEETS 1 FAVORITE

16 Days No Violence @16days_ks [Follow](#)

Armend Morina (Facebook): A mendoni se duhet te ket kuota edhe per kryetare te komunave? #16daysKS

11:33 AM - 13 Dec 2013

1 RETWEET

Adrijana Hodžić @AdrijanaHodzic [Follow](#)

@16days_ks me rendesi eshte qe te vlersohen aftesite e femres, dhe ne kete menyre nuk do te kishte nevoj fare per kuota!

11:42 AM - 13 Dec 2013

1 RETWEET

Iva Ulmannova @iva_ul [Follow](#)

Jeton Morina(FCB):To Armend M. (re quota) jo se ne politik ashtu edhe ne bisnis duhet te fitoj ma i miri pamarr parasysh gjinin #16daysKS

12:07 PM - 13 Dec 2013

2 RETWEETS

#15

Pranvera Lipovica @pronvera [Follow](#)

@mimozakusari a do te ofronit nje rol mentorimi per kandidatet potenciale per kryetare te komunave ne zgjedhjet e ardhshme lokale #16daysKS

11:36 AM - 13 Dec 2013

2 RETWEETS

Mimoza Kusari @mimozakusari [Follow](#)

@pronvera gjithesesi, me shume kenaqesi dhe me synimin te kemi edhe te paktin 3-4 kryetare tjera ne zgjedhjet e ardhshme #16daysKS

11:40 AM - 13 Dec 2013

2 RETWEETS

Remarks from others

Petrit Selimi* @Petrit [Follow](#)

#Kosovo gov must ensure affirmative action but also engage proactively in highlighting #emancipation as top government priority #16daysKS

12:00 PM - 13 Dec 2013

6 RETWEETS 7 FAVORITES

16 Days No Violence @16days_ks [Follow](#)

@Petrit: thank you very much for your support! Gender equality is only possible with full engagement of men #16daysKS

12:38 PM - 13 Dec 2013

1 FAVORITE

Amb. Tracey Jacobson @AmbTracey [Follow](#)

Very impressed by the energy, intellect, and focus brought to #Kosovo's development by women. Imagine if all were empowered. #16daysKS

12:26 PM - 13 Dec 2013

7 RETWEETS 7 FAVORITES

16 Days No Violence @16days_ks [Follow](#)

@AmbTracey: thank you for your support! #16daysKS

12:33 PM - 13 Dec 2013

FOR MORE INFORMATION

For more information, you can read the following documents

on the webpage 16days-noviolence-ks.com you can find the links on the page Facts & Figures

WOMEN, PEACE AND SECURITY

Convention on the Elimination of All Forms of Discrimination against Women

UN Security Council Resolutions on Women, Peace and Security

CEDAW and Security Council Resolution 1325: a guide book

1325: facts and fables

WOMEN'S EMPOWERMENT

Getting to Lisbon: Accessing vocational training needs and job creation opportunities for rural women

Women's Property rights in Kosovo

CHILD PROTECTION

A study on Violence against Girls

Prevalence of violence in adolescent's relationship

Convention on the Rights of the Child

Kosovo (1244): Child Marriage

Research into Violence against Children in Schools in Kosovo

World Report on Violence against Children

GENDER BASED VIOLENCE

16 steps to end violence, UN Women

Around the world, the joint campaign to end violence against women

Voices against violence

Catalogue of Advice and Assistance for Domestic Violence Victims

Security Begins at Home: Research to Inform the First National Strategy and Action Plan against Domestic Violence in Kosovo

Mapping of local initiatives on Women, Peace and Security in Kosovo 1999-2012

Domestic Violence, a matter of life

Adjudication of petitions for protection orders in domestic violence cases in Kosovo

More Than Words on Paper: The Response of Justice Providers to Domestic Violence in Kosovo

At What Cost? Budgeting for the Implementation of the Legal Framework against Domestic Violence in Kosovo

Healing the Spirit: Reparations for Survivors of Sexual Violence Related to the Armed Conflict in Kosovo

Freedom and Protection for Lesbians, Gays, Bisexuals and Transgender in Kosovo

This campaign is led by UN Women, on behalf of the Security and Gender Group (a multi-stakeholder group, chaired by UN Women). It is part of the joint UN Women, UNDP and EU project on Women, Peace and Security. Special thanks go to all members of the Group, for their assistance and advice in this project:

WOMEN'S ORGANIZATIONS

Kvinna till Kvinna Kosovo
Kosovo Women's Network
Kosovo Gender Studies Centre

KOSOVO INSTITUTIONS

Agency for Gender Equality
Women's Caucus
Kosovo Police
Ministry of Interior

INTERNATIONAL ORGANIZATIONS

UNMIK	UNOPS
UNDP	UNHCR
UNICEF	EU Office
UN-HABITAT	EULEX
OHCHR	OSCE
UNFPA	ICITAP
WHO	KFOR

UN Women would like to also thank the following organizations that dedicated their time and effort to this campaign: *RTK, Youth Initiative for Human Rights, Radio Ophelia, CARE International Kosovo, Kosovo 2.0, Mitrovica Women Association for Human Rights, PEN – Peer Educators Network, Radio KFOR, Republika, Seven, TEDxPrishtinaWomen, The Network of Roma, Ashkali and Egyptian Women Organizations of Kosovo (NRAEWOK).*



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